



Joan Foley new provost

by Judith Knelman

Joan Foley, 49, chairman of the Department of Psychology and former principal of Scarborough College, has been named vice-president and provost, the first woman to serve U of T in that position and the fourth female academic ever to have held an executive position at Simcoe Hall. (The last was Lorna Marsden, who resigned her position as vice-provost a year and a half ago after being made a senator.)

The appointment was necessitated by the departure of Frank Iacobucci, who is now deputy minister of justice in the federal government. Foley's term is to run from Dec. 1 of this year to June 30, 1992. The provost's responsibilities include appointments and promotions, the budget for the academic divisions, divisional planning, proposals for research activities and curriculum changes, fund-raising priorities for the academic side of the University, and admissions standards and requirements.

The choice of a feminist for the University's highest academic officer after the president

delighted Lois Reimer, the status of women officer. "I'm pleased that a woman has been appointed, and I'll be more pleased when the fact that a woman is appointed is no longer news," said Reimer.

Michael Finlayson, president of the University of Toronto Faculty Association, said he was glad that President George Connell and his committee had decided to appoint a woman to high administrative office in the University.

Connell said his advisory committee had unanimously recommended Foley for the position. "My own judgement," he said, "is that she will be a superb leader of the University because of her distinction in academic work, research and teaching, her administrative experience and proven ability, and the widespread respect for her among students, faculty and administrative staff."

Foley has been chairman of the Department of Psychology for less than five months. "I have some regrets about that," she said. "This is not the way I would have written the scenario." Before that, she was acting principal at Scarborough in 1976-77 and principal from 1977 to 1984.

"It's fashionable for people to detest administration," said the plain-spoken psychologist. "I don't. I enjoyed my term as principal at Scarborough a great deal though there were times I didn't like what I had to do. Relative to my colleagues I seem to be able to do administration well, and perhaps in that sense I'm more distinguished as an administrator than I am as an academic. I don't like pushing paper

Continued on page 2

UNIVERSITY OF TORONTO Bulletin

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Connell condemns disruption of Hart House debate at Council

A statement by President George Connell condemning the disruption of the Hart House debate on South African divestment [see story below] was endorsed by Governing Council Nov. 21.

The motion to endorse the statement emerged in the middle of the president's report, in which Connell reaffirmed the administration's commitment to the 1974 Statement on the Protection of Freedom of Speech and announced the issuance — in accordance with that statement — of a second invitation to the South African ambassador, Glenn Babb, who was prevented by protesters from speaking.

"I am happy the president has raised this issue," government appointee Douglas Grant said after Connell's remarks. "And I think this Council should be given a chance to support him."

Graduate student Fawn Currey led the small but vocal charge against the motion by saying she had no quarrel with Connell's defence of freedom of speech, but could not approve a statement that favoured another invitation to Babb. Staff representative

Michael Jackel concurred, on the grounds that "the [original] invitation to the ambassador was perhaps the cause of the disruption."

Several affirmations of the importance of freedom of speech on campus followed. Erindale Principal Paul Fox argued that it was meaningless to endorse the philosophic principle without honouring the original invitation to the ambassador. Full-time undergraduate Tony Clement noted that he had served on the Hart House debates committee that invited a representative of the PLO as guest speaker, with whom he was profoundly in disagreement. Teaching staff member Mike Uzumeri said the motion was unnecessary since Connell was merely following the policy as clearly dictated by the 1974 statement.

The motion passed, with Currey and Jackel opposed and part-time undergraduate Claire Johnson abstaining.

Earlier in his report, Connell discussed the provincial budget of Oct. 24, which had come as

Continued on Page 2

U of T apologizes to S. African ambassador, issues a 'general invitation' to return

by Arthur Kaptains

South African Ambassador to Canada Glenn Babb, who was the target of a 20-lb. speaker's mace during a Hart House debate Nov. 14, has been given a "general invitation" to appear again at the University. Hart House Warden Richard Alway said last week.

Alway telephoned Babb last Monday to apologize for the incident, which came near the conclusion of a debate on the resolution that "the west should not divest its holdings in South Africa".

After giving an impassioned speech from the floor against the resolution, former U of T student Lennox Farrell pounded the debates clerk's desk with

his fist and seized the speaker's mace, hurling it at the ambassador. Alway, sitting next to Babb, blocked the missile and sustained a sprained wrist.

In Governing Council Thursday, President George Connell condemned both the attack and the later disruption of the debate, noting they were in violation of Council's 1974 Statement on the Protection of Freedom of Speech. "I wish to stress that the University will, as the statement requires, use its full authority to protect freedom of speech on campus," Connell said, "and that this will include taking disciplinary action against those who interfere with the right of others to express their views."

Continued on page 2

Inside

U of T will launch a major fundraising campaign in 1986-87 3

U of T VDT policy and information supplement S1



Multicultural music

Dawn Evans, a grade 12 student at Westview Centennial Secondary School and member of a steel band, played in a workshop at the Faculty of Music recently designed to give music teachers "hands-on" experience of one or more kinds of ethnic music. Workshop organizers from the faculty and Ontario Music Educators' Association say an understanding of the music of other cultures helps create a climate of awareness when dealing with the ethnic diversity of large urban areas such as Toronto.

around a lot, but I don't see university administration in those terms. It's problem-solving. It's not the university's work, but it is necessary to the university's work. You can help people to get important things done. So it can be very satisfying."

Foley came to U of T in 1963 after two years at the Defence Research Medical Laboratories in Downsview, where she met her husband, Patrick, a human factors psychologist who became a professor of industrial engineering at U of T. An Australian, she has a PhD from the University of Sydney.

She was a fellow of Victoria College in 1974-75 and was made a full professor in the Division of Life Sciences at Scarborough and the Department of

Psychology in 1975. She was named a fellow of Trinity College last year. She has been graduate secretary, associate chairman and acting chairman of her department, associate dean of the Faculty of Arts & Science and chairman of the Division of Life Sciences at Scarborough.

Last year she won the University of Toronto Alumni Association faculty award for academic and teaching excellence and service to the community. She insists that it must have been her forging of the relationship between the Scarborough campus and local community that earned her the distinction. She does not regard herself as a better-than-average teacher. "I find it very difficult. I have a lot of feeling for people who have problems in teaching.

It's always been something that takes a lot out of me. There are some times I feel terrible about my teaching and sometimes I feel happy with it."

Recently she has become particularly concerned with the quality of the undergraduate experience, and intends to try to improve it during her time as provost. "It's not just a question of class size," she said. "Another dimension is the attitudes that people have towards teaching. A lot of students can go through the University and maybe never really connect in some way."

She would also like to advance the position of women in the University, by its students, staff or faculty members. Getting hired here, she said, is only the first of a series of hurdles women come up against. "After they get on staff there are problems with salaries, promotions, opportunities for leadership. These are all issues that I'll be concerned with." She would like to see a clearly articulated policy on the hiring of women in line with the wish of the provincial government that a balance between the sexes be sought.

She stressed that she has no immediate solutions and does not intend to work alone, in a vacuum. "As a university administrator, you're not going to move in and suddenly change anything. You just have to keep working away at it and take advantage of opportunities when they come up. Recruiting people's interest is important."

"I hope that when I'm provost I'm not going to be too far removed from people," she said. "I want a real awareness of what people are doing and thinking about."

One way of maintaining that is for an administrator to continue with teaching and research. As principal of Scarborough College, Foley was able to collaborate with a colleague on research and to keep teaching. To do a good job as provost, she feels she will have to cut off her academic existence for a while.

"The job is of quite awesome dimensions. There was a time in my life when I tried to do everything. I guess

maybe now I have the self-confidence not to do everything. The provost's job is the priority."

She has resigned herself to finishing up what she can of her research and leaving the rest for now, though she realizes that will mean not only catching up on specific knowledge but also "grooving in" again. "It will require a major retuning. The way people talk about things in psychology is going to change." It gives her an idea, she said, of what reentry is like for female academics who have elected to stay out for a while and devote themselves to young families — though she herself did not take time out when her children were born 18 and 20 years ago, possibly because experimental psychology is a discipline in which it would be difficult to work on one's own, without grants and an institution.

Foley's feminism carries over into her research, which has to do with cognitive mapping. She measures how people think about space and make judgements about distance and direction. An investigation of sex differences is just one aspect of her work, but in terms of her career, it's significant. She's found that there's more difference in the confidence that men and women express about their ability to make spatial judgements than in the actual performance.

"The difference between the sexes in spatial measurement tends to be exaggerated in people's minds and they tend to think it's universal and inevitable. It's not."

Next Bulletin

The next issue of the *Bulletin* will be published on Monday, Dec. 16.

The deadline for events and display ads is two weeks prior to publication. Editorial material and classified ads should be in the *Bulletin* offices at 45 Wilcocks St., 10 days before the publication date.

Governing Council
Continued from Page 1

something of a blow after the same government's announcement of a \$50 million University Excellence Fund. "Although I did not express to Council any expectation with respect to increases in our base budget," Connell said, "I certainly had not anticipated that it would be as low as four percent."

The evaluation of the impact on the University is still in progress, Connell said, but there is no doubt the implications are serious, particularly if the Excellence Fund supplement is not awarded again. "We must prepare for the 1986-87 budget in such a way that we cushion ourselves against the removal of some or all of that fund," he said.

Connell added that the earmarking of the fund to Ontario universities for three causes — faculty renewal, library equipment, and research — posed "a major technical complication" in U of T budgeting procedures. Nonetheless, he said, the three target areas are worthy choices. "My negative reaction to the overall budget position on universities should be seen in that light," he concluded.

The president also told Council that the merger of U of T and OISE had consumed much of his time since its announcement in the Ontario budget. "While I have reservations about the procedure adopted by the government for bringing it about," said Connell, "my view is that the union can be brought off successfully, that it can be highly advantageous to the University, to the Faculty of Education, and to the institute.

"It is quite clear that my enthusiasm is not shared by all members of OISE, and I expect that before the issue reaches its conclusion, there will be controversy. But I intend to take as positive an attitude as I can."

During question period teaching staff representative Kenneth McNeill asked Connell when changes in University admission policy — reflecting changes in the high school curriculum — would come to "the proper academic forum" for debate. Connell replied that the administration had already begun meeting with academic divisions, faculties and high school representatives and was making good progress. A clear position with respect to English and mathematics requirements would be ready in January or February.

In other business, Claire Johnson moved that Council recommend to the federal government the approval of the five-year plans of the Natural Sciences & Engineering Research

Council and the Social Sciences & Humanities Research Council, as well as the balance of the five-year plan of the Medical Research Council. The motion passed unanimously with the seconding and enthusiastic endorsement of Connell.

Tony Clement gave notice of a motion to approve in principle the lifting of Canadian citizenship as a prerequisite for membership on Governing Council — a change that would require an adjustment to the U of T Act by the provincial legislature.

After an *in camera* session, Joan Foley was announced by Council Chairman St. Clair Balfour as the new vice-president and provost.

Also approved at Council:

- the committee for honorary degrees, consisting of Dan Abrahams (part-time student, Trinity College), J.C. Cairns (history), Bernhard Cinader (medicine), Tony Clement (full-time undergraduate, law), Martin Friedland (law), Christina McCall (alumna, Victoria College), Endel Tulving (psychology) and Adam Zimmerman (alumnus, Trinity College)

Apology
Continued from Page 1

Should Babb agree to return, he would not necessarily appear at another Hart House debate or even in Hart House. "I issued an invitation for him to return, subject to his schedule and a review of questions of format," said Alway. "I think this is going to be the subject of some discussion with his staff, and I gather he has a very busy schedule."

"But I feel one should go on record with this sort of thing [an invitation] very quickly."

According to the 1974 statement, which was developed after the disruption of scheduled appearances by US racial theorist Edward Banfield, disrupted meetings should be rescheduled once order has been reestablished or, if this is impossible, rescheduled.

What actually put a finish to the debate was not the mace attack but a sudden swell of what Alway called "battering, stomping and chanting" from about 30 protesters when Babb took the floor. As honorary visitor, Babb was scheduled to address the assembly last. Before this and immediately after the attack, Alway had addressed the floor on a point of order,

upholding the principle of free speech.

"At the conclusion of my remarks," said Alway, "there was very heavy applause for some period of time, which I thought might calm things down. The police wondered if the ambassador should leave, but he thought he should stay, and I thought this was a good idea too."

Alway also asked for a vote among the 200 in the audience on whether the debate should proceed, which was overwhelmingly positive.

However, when it was clear the protesters were determined to shout down Babb, he was rushed out by RCMP officers, Metro Police, and U of T Police, all present from the beginning for security reasons.

The mace, made of carved wood and about three and a half feet long, was split in two. Alway said he did not think it could be repaired.

The presence of Babb at the debate had been the subject of intense criticism from some quarters, particularly members of the University of Toronto Divestment Committee. "I reject those criticisms," said Alway. "I

think the point is that freedom of speech is a bedrock principle of the University. It should get the broadest possible application in the University setting.

"Divestment is obviously a topical subject. It has been around all summer, hasn't it? This debate is precisely the type of thing that should be happening on a University campus."

The original invitation to Babb was issued by the Hart House Debates Committee.

Alway said security was sufficient and no further measures are being considered for future controversial events. "You don't want to make the presence of security obnoxious," he said. "All the appropriate steps were taken. All you can hope is that the ventilation the issue gets in terms of freedom of speech will prevent it from happening again."

The assailant, a landed immigrant from Trinidad with three degrees, including an MEd from OISE in 1980, has been charged with common assault and will appear in provincial court Nov. 29.

Strategy paper calls for excellence, not underfunding to be theme of future fund raising appeals

by Arthur Kapitainis

A strategy paper advancing excellence rather than underfunding as the battle cry of future funding campaigns was approved Nov. 18 by the Planning & Resources Committee.

Titled *Achieving Distinction: the*

Role of Private Giving, the paper also announces plans for a major drive beginning in 1986-87, to be undertaken in cooperation with the federated universities.

Among the immediate results of the paper will be the formulation of a new

endowment management policy. In a section written by President George Connell, unrestricted endowment funds are identified as the University's most important long-term resource.

The paper was authored jointly by Connell, Vice-President (Institutional Relations) David Cameron and Assistant Vice-President (Planning) Dan Lang, after consultation with academic division and college heads. All three answered questions at the planning and resources meeting.

"Our view is the University, with the public support it receives, is able at best to sustain ongoing operations," Cameron told the committee. "But public funds are not well conceived, in the way they are transferred to universities, to facilitate differentiation and the establishing of fields of excellence."

"While we might allude in the course of our discussions with the private sector and the alumni to the overall

financial situation of the University, we think it will make for a much more compelling and positive appeal for external funds if we say the function of such funds is to help the University achieve excellence — rather than saying 'We're coming to you because we aren't getting enough money from the government.'

The paper emphasizes that although the University receives 95 percent of its operating income from public grants and student fees, it is the "private dollars at the margin" that can be used at the University's discretion and are critical in achieving distinction.

"Private support," says the report, "enables the University...to set unusually high standards, to attract and recognize the best students, scholarship and research and to move in directions that are compelling for intellectual reasons alone."

Continued on Page 4

Divestment policy approved at Business Affairs

A South African investment policy based on September's Governing Council resolution survived a motion to refer it back at a meeting of the Business Affairs Committee Nov. 20.

The policy forbids University investment in Canadian corporations and banks that do not meet federal guidelines, and US corporations which fail to comply with the widely recognized Sullivan principles. Both guidelines call for desegregation in the workplace, equal pay for equal work, and affirmative action to introduce blacks into skilled and supervisory positions.

In the case of Canadian banks, new loans to South African concerns are prohibited, except those "clearly... to the benefit of blacks".

The actual University contribution to the policy consists of two sections. The first vests authority to apply the policy in the president, who must in turn report at least yearly to Governing Council on any University divestment activities and on any information received from government and independent sources concerning the compliance of companies.

The second section deals with the procedures to be followed in the event of a company or a bank falling into non-compliance with the Canadian or Sullivan codes of conduct.

Crucial to this process will be the Presidential Advisory Board on Social & Political Aspects of University Investment, which will judge compliance largely on the basis of reports by the government administrator of the Canadian code of conduct or the Arthur D. Little firm. The latter evaluates the performance of US signatories to the Sullivan principles.

The board, which consists of one Governing Council representative from each constituency and is chaired by Business Affairs Vice-President Alec Pathy, reports to the president. If the president concurs with the board concerning a company's non-compliance, he will in turn instruct Pathy to sell the University's investments in that company.

The policy also empowers the board to correspond with the non-compliant company before blacklisting it — particularly if the company's offence is a simple failure to report to the government or to Arthur D. Little. "One of the elements in compliance is reporting," Pathy told the committee. "If a company did not report, we would consider this *prima facie* evidence of non-compliance.

"However, the board may wish to correspond with the company and ask why it had not reported."

If push comes to shove and the investments must be sold, the sale will be undertaken with "due regard to the timing", the document says.

"There will be no fire sale," Pathy told the committee. "And lest the

cynical among you think this is a way of delaying the whole business, I remind you we can't get away with that, because the president is obliged to report to Governing Council on the activities of his officers."

Most of the opposition to the report was voiced by part-time undergraduate representative Claire Johnson, who started the divestment ball rolling last spring with her full-divestment motion to Governing Council, and graduate student representative Cathy Laurier, who became one of the original motion's most visible advocates.

Johnson criticized the codes upon which the policy relies more than the policy itself. Where are the assurances that the reports of companies are valid, she asked, and that the Canadian government administrator has sufficient powers of investigation? Laurier expressed similar concerns, and pressed Pathy on the fate of U of T investments in Alcan and Falconbridge, two companies she regards as already non-compliant.

"I acknowledge the complexity of the issues surrounding the policy," Pathy said, "but it was not my intention to review the [September] Governing Council debate. My job was to formulate a policy which reflected the thrust of that motion."

Johnson proposed a motion to refer the policy back to the administration, which was defeated.

Earlier in the meeting, a crucial reference in the policy to the University's "common stock" investments was changed to "securities", as suggested by government appointee Douglas Crant.

The policy will reach Governing Council in December, Pathy said, adding that the advisory board's deliberations could begin shortly after approval.



PHOTOS: MARK SAWYER

Outstanding service honoured at Convocations

Ceremonial Assistant Kay Takenaka (above) and the man who hired her 25 years ago, former Registrar and Vice-President Robin Ross (bottom, left), were both honoured at Convocations last week for their outstanding service and dedication to the University. Takenaka received the Chancellor's Award, given by the U of T Alumni Association to recognize outstanding contribution to the University for other than teaching and research, at Convocation Nov. 20. Douglas Kingsbury, president of the Senior Alumni, told Convocation that, in the words of one of her nominators, it is mainly, if not entirely, due to Kay Takenaka that Convocations at U of T still bear the mark of personal contact between those graduating and the University. Her personal and meticulous attention to the details of arrangements for Convocations and other events, and her dedication and the manner in which she carries out her responsibilities, have earned her the respect of people in all levels of the University, said Kingsbury.

Robin Ross, who joined U of T in 1959, was awarded an honorary degree — Doctor of Laws, *honoris causa* — at Convocation Nov. 21. Ross began as assistant registrar at a time when the University had committed itself to double its size, William Dunphy, principal of St. Michael's College, told Convocation. Eight years later he was appointed registrar and director of student services and two years later he was made a vice-president of the University. During the troubled 60s and 70s, he served on every major University-wide committee, said Dunphy. For 13 years, he acted as secretary of the Senate and was secretary to the Commission on University Government. Before retiring in 1982, he had served as vice-provost of the University and vice-principal and registrar at Erindale. After retirement, he wrote a book on the evolution of the governmental and administrative structure of U of T in which he lamented its effects on the University, a theme he reiterated in his Convocation address. Throughout the decades of change and growth during which he served the University, Dunphy said Ross was known for his "infinite tact and diplomacy, deep loyalty to colleagues, meticulous preparation for meetings, and a fantastic coolness under fire."



Sheinin honoured by women scientists

The Canadian Association for Women in Science has honoured Rose Sheinin, vice-dean, School of Graduate Studies, for her academic and scientific works and her commitment to the cause of women in science. An award, the first presented by the association, formed in 1980, was given to Sheinin at a recent meeting of the Canadian Biological Society.

Sheinin was cited for playing "a major role in promoting women in science". A founding member of the association, she has participated in

conferences across Canada on women in science, technology and engineering, and contributed to the Science Council of Canada's investigation of the low enrolment of girls in science. Through her efforts, the School of Graduate Studies has adopted a policy allowing maternity leave of one to three terms for female graduate students.

Sheinin, a cancer researcher, was elected a fellow of the Royal Society of Canada in 1981.

Comet Halley Week at Scarborough

Scarborough College will celebrate a special "Comet Halley Week" Dec. 2, 3, 5, and 6 (weather permitting).

Between 7 and 9 p.m. each of these days, the campus will open its astronomy dome to the public for a view of the comet through a large 12-inch telescope and several smaller Questar telescopes. Members of the campus astronomy department will give a brief presentation about comets and their significance, and will answer any questions.

Astronomy professor Martin Duncan says the comet will be high in the sky during the first week in December, and the moon will be down,

permitting fairly good viewing. He warns, however, that the comet will not look spectacular, and that the tail "may not even be visible". The southern hemisphere is a better vantage point from which to view the comet this time.

Those interested should telephone 284-3243 after 4 p.m. the day they plan to attend to check if weather conditions are suitable for viewing. If so, they should come to room S-649 any time between 7 and 9 p.m. All viewers are advised to dress warmly.

Groups are asked to make arrangements in advance by calling Professor Duncan at 284-3318.

Erindale sponsors marathon

More than 330 runners, walkers and three-legged racers took part in the first annual Erindale "Run for the Future" Sunday morning Nov. 3. Of these, 206 were serious runners, the best of which ran the five mile course in 24:43 minutes. The other participants were in it for the fun and covered the one mile "fun run" course

in their own way and their own time. Over \$2,000 was raised through entrance fees, which will be divided between the Erindale College Scholarship Fund and the Big Brothers and Big Sisters of Peel Region.

Private funding

Continued from Page 3

However, a substantial amount of private giving will necessarily be directed toward capital projects, the report says, because government support is especially weak in this area and because the age and historical importance of many buildings have made renovation requirements "extreme by standards prevailing in Ontario."

The paper sounds several notes of caution concerning the acceptance of gifts that entail future costs to the University. While support for capital projects is "perhaps the most venerable tradition in university philanthropy", some proposed projects are best declined if they are peripheral to the University's goals or are not fully underwritten by the donor. Non-capital initiatives may also end up making a donor of the University because of the added operating support they require.

Foresight should also be exercised in soliciting research funds, the paper says. Research benefactors should be persuaded to provide gifts with broad terms of reference, so money can be funnelled towards the areas of "greatest quality and opportunity". Urging donations to the Connaught Fund is recommended as a new research fundraising strategy.

But the expansion of general endowment funds — currently amounting to \$126 million — emerges in the paper as the first priority. Certain university assets, such as library collections, chairs and scholarships, are better served by endowments than sporadic gifts, says the paper. Endowments also give the University flexibility in responding to unforeseen challenges and opportunities.

Sound management of the endowment is stressed. Payout rates on endowment capital should not exceed five percent, the paper says. Payouts that are simply linked to nominal earnings (i.e. interest rates) inevitably erode the principal at approximately the rate of inflation.

The main sources of endowment gifts are alumni and other individuals, according to the paper. However, corporations — traditionally givers of expendable research-oriented gifts — are beginning to show interest in endowing scholarships and chairs. This

trend might be further encouraged, it is suggested, by the establishment of a fund after the Connaught example, dedicated to student awards and facilities.

Some committee members question the wisdom of lowering the priority of underfunding as a focus of promotional strategies, particularly in the light of the success of campaigns such as that at McGill University. Cameron responded that McGill was perceived as "the beleaguered English-language institution" in Quebec, and thus could not be compared to U of T.

The paper stresses that although private funds at first appear to be a ready-made solution to eroding government operating grants, private giving, even at substantially higher levels, would not meet this shortfall. Furthermore, many donors are reluctant on principle to contribute to the easing of operating deficits, which are properly the responsibility of government.

Seventeen charts and tables documenting average fundraising performance at US universities and at U of T appear in the paper. The comparisons usually favour US universities — a situation that should change, according to the paper. Among the goals suggested are:

- 80 percent alumni solicitation, up from 74 percent
- 15 percent alumni participation, up from current levels of between 13 and 14 percent
- \$100 as an average alumni gift, not including gifts to special appeals, up from \$83
- six percent of alumni gifts matched by corporate gifts, up from a 1984 level of 3.8 percent

No specific dollar goal is suggested for the 1986-87 campaign. However, the advantages of the campaign option are outlined in general. These include the usual availability of volunteers for short, intense campaigns; the tendency of corporations to donate a percentage of a funding target; and the beneficial effect on employee morale.

Campaign goals should be decided on jointly by the University and the federated colleges, according to the paper. Also, sharing of benefits should correspond "in some measure" to the contribution of each partner.

Recommended dining

MASA

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs.



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OISE faculty to fight transfer to U of T

The faculty association of the Ontario Institute for Studies in Education has approved an expenditure of up to \$15,000 to bring about the defeat of the Liberal government's plan to have OISE transferred to the University of Toronto. The plan was announced in the Oct. 24 budget but must be approved by the Legislature in order to become law.

The Canadian Association of University Teachers and the University of Toronto Faculty Association have expressed their disapproval of government interference in university affairs. The Ontario Confederation of University Faculty Associations (OCUFA) board will consider approving a motion of opposition at a meeting later this month and meanwhile has lent staff assistance to the OISE faculty association, mainly in arranging meetings with politicians.

"We object to the fact that it was just announced in the budget, without prior consultation with either of the parties involved and with no background documents explaining it," said Bob Kanduth, director of communications for OCUFA.

Mary Alice Guttman, a professor of applied psychology at OISE and president of the faculty association, said the faculty voted Oct. 30 to oppose the transfer. "The government interfered in negotiations that were already taking place between the two parties," she said.

Guttman said the association favours a continued affiliation with U of T and is open to negotiations concerning a merger with the Faculty of Education under certain conditions. These include the approval of their colleagues at U of T, retention of the OISE name, and a 15 to 20 year affiliation agreement. The OISE faculty would also expect to be included in discussions about a merger. Talks so far have excluded official representation of the faculty, she said.

OISE faculty members are meeting representatives of all three political parties as well as Sean Conway, minister of education, and Gregory Sorbara, minister of colleges and universities, in an effort to persuade them not to support the plan. Kanduth, who, with OCUFA president Bill Jones, accompanied them on a

visit to Sorbara last week, reported that they came away disappointed, "with no idea as to why the move was taken." He added: "The only route we have is the political route." They are

also urging their clients in the educational community to tell their MPPs that if OISE were cut back educational services across the province would suffer.



STEVE BROWN

Delegation from China tours U of T

President George Connell greets Madame Gu Xilian, governor of Jiangsu Province in China, and Gregory Sorbara, minister of colleges and universities (left), as they arrive at U of T Nov. 19. Gu, the first and only female governor in China, and one of its youngest provincial leaders, was in Toronto to sign an accord with the provincial government to promote exchange and cooperation in areas such as economic relations and trade, science and technology, culture, education and sports. Gu's visit to U of T included a tour of the Computer Graphics Lab and the CAD-CAM laboratories (computer assisted design and computer assisted manufacturing). The Jiangsu government is interested in carrying out collaborative research and exchanging academics with Ontario universities. An exchange agreement currently is being discussed with U of T.

United Way campaign looks like most successful yet

The 1985 United Way campaign at U of T is projected to be the most successful to date. The final results should reach \$306,000 and might go higher by the time all donations are tallied, says Eric Eamon of the United Way. Last year the University raised \$289,490 from 2,402 donors. Final campaign results for this year are expected by mid-January.

A reception was held last week to honour the more than 165 co-ordinators and canvassers throughout the University whose efforts have made the campaign so successful. Campaign co-chairpersons John Browne, principal of Innis College, and Lee MacLaren, director of private funding, also praised the efforts of two presidents: George Connell, who gave his support to the campaign in both word and deed, among them, running in the SAC United Way relay; and Scott Burk, president of SAC, whose leadership was instrumental in

involving students in the campaign for the first time in recent years.

Principal Browne also thanked U of T staff members Geraldine Barnard, Charlotte Caton and Audrey Perry for the contribution each made to the administration of this year's campaign.

Prizes will be awarded to the division that obtains the largest percentage increase in participation and the division realizing the largest percentage increase in dollars donated. Two travel vouchers will be given to the two co-ordinators of the winning divisions.

At Erindale College, the campaign continues with a raffle for a Compaq 286 computer worth almost \$10,000. Tickets are \$5 and only 2,000 will be sold. They are available from Geraldine Barnard at 978-2106. The draw is on Dec. 13.

SSHRC program changes draw complaints

The Social Sciences & Humanities Research Council has abolished its program of leave fellowships and replaced it, effective next fall, with a stipend to pay for release time for researchers. The spring grant competition has been cancelled; from now on there is to be only one such competition per year.

The council approved these moves in the summer as part of a package of recommendations of the Special Committee on the Research Grants Program, chaired by Professor Robert Crocker of Memorial University. Though the full report has not yet been circulated, the council has distributed its conclusions and recommendations.

Professor A.N. Doob reported to a recent meeting of the U of T Research Board that its humanities and social sciences committee met to review the changes and decided to ask the University, through David Nowlan, vice-president — research, to register a complaint about the manner in which program changes were made. A significant number of researchers, said Doob, will have put back six months by the elimination of the spring competition. A month's notice was insufficient, he said; the change would better have been implemented in the fall of 1986.

Doob said his committee felt that the abolition of the leave fellowship program would be especially hard on young academics, who would probably not have enough money without the additional funds — the difference between a sabbatical salary and the normal salary — to travel to research sites and do their work.

If the research time stipend program

is to offset the negative impact of the loss of the leave fellowship program, replacement costs must be realistic and not merely the equivalent of an overload stipend, said Doob. Otherwise a university could not afford to replace its most valuable faculty members.

Under the Crocker plan, grant applicants would be asking for the replacement cost of their teaching to free them to do research. In the humanities and social sciences, investigator time is seen to be more generally needed than research expense money.

'My Three Angels' benefit

Tickets are still available for the opening night benefit performance of "My Three Angels". All proceeds from the Dec. 2 premiere of the new musical comedy by Canadian-born producer David Warrack will be donated to the University of Toronto.

The play by Bella Spewack, upon which the musical is based, is set in French Guiana during Christmas 1910. It was first a Broadway hit and then a movie starring Humphrey Bogart. Following the premiere at the St. Lawrence Centre will be an after-theatre party. Tickets for the musical and party are \$35. Reservations can be made by calling the St. Lawrence Centre box office, 366-7723. More information on the evening is available from U of T at 978-2021.

PLS presents Christmas pageant at the ROM

Audiences who often brave the wind and rain to watch the outdoor productions of the Pocul Ludique Societas can enjoy "A Mediaeval Pageant", presented by the PLS during the Christmas season, within the warm, dry walls of the Royal Ontario Museum.

Each night from Dec. 3 to 8 and 10 to 15, audiences will see the Christmas story unfold in four plays: *Caesar Augustus*, *The Annunciation*, *The Salvation*, and *The Second Shepherd's Play*. This re-telling of the Christmas story is a rich and varied portrayal of biblical events as they might have been experienced by mediaeval men and

women. The plays are filled throughout with music: shepherds' songs and angelic choruses, heraldic fanfares and simple pipe tunes, all in authentic mediaeval style. Dialogue is in modern English. David Parry, artistic director of the PLS, is directing the pageant; sets and costumes are by Martha Mann, head of design at Hart House Theatre.

Tickets for the performance, which begins at 8:30 p.m., are \$7 (\$5 students and seniors). For more information, call 586-5551/2/3.

In Memoriam

Carroll L. Olsen, French, Oct. 24.

Olsen, who was 53, grew up in Colorado and received his bachelor of arts degree from the University of Colorado. He served with the American army in France from 1958 to 1960.

He came to U of T in 1970

after receiving a PhD in linguistics from the University of California in 1969. He was on the faculty of University College for the past 15 years, teaching phonetics and linguistics in the Department of French.

At the U of T's Experimental Phonetics

Laboratory Olsen continued the research on which his doctoral dissertation was based, the rhythm of Mexican Spanish. He was secretary and then president of the experimental phonetics section of the Modern Languages Association.

Alexander Brady, professor emeritus of political science, Nov. 7.

Born in 1895 in Kilkenny, Ireland, Brady moved to Canada as a boy. He earned two bachelor degrees, in 1919 and 1921, from U of T and from Balliol College at Oxford. Both his MA and PhD were from Toronto, where he continued as a lecturer in 1927, rising through the ranks to become full professor in 1940. He became professor emeritus in 1963, and subsequently was awarded honorary degrees from Queen's University, Trent University, and Toronto.

Brady was one of the nation's outstanding authorities on Common-

wealth constitutional history and Canadian international relations. His books included political biographies of D'Arcy McGee and William Huskisson, and *Democracy in the Dominions*, where his prevailing interest in the development of liberal ideals receives fullest expression. In a convocation address in 1970, Brady was remembered thus: "For successive generations of students he has illuminated the Westminster model of parliamentary government, expounded modern political thought, interpreted the relationship between the state and economic life, and analysed the elusive concept of democracy. At a time when academic standards are

under attack, he has steadily upheld them. Staff and students alike owe much to his wise counsel, judicious criticism, and characteristic blend of candour, moderation, and humour."

Brady was a fellow of the Royal Society of Canada, president of the Canadian Political Science Association, and a long time member of the Canadian Institute of International Affairs. Frequently he served as an adviser to governments on constitutional matters. On campus, he was an early member of the editorial board of the *University of Toronto Quarterly*, and a contributor to the U of T Press edition of the collected works of John Stuart Mill.

Leonard Woodbury, Professor Emeritus, Classics, Nov. 8.

Born in 1918 in Saskatchewan, Woodbury grew up in Manitoba and received a BA from the University of Manitoba in 1940. He went on to Harvard, graduating with a PhD in 1944, but did not enter teaching until after the war. He worked for the Canadian Meteorological Service before coming to U of T to teach Greek at University College in 1945.

Though he retired in 1984, he continued to teach one

graduate course a year and spent full days in his office seeing students, doing research and writing. His special interests were Greek philosophy from pre-Socratic to Plato and Greek lyric poetry.

Known for his elegant and closely argued writing style, Woodbury was the author of numerous scholarly articles and was a member of the editorial board of *Phoenix*, the journal of the Classical Association of Canada, for 27 years. He twice served as vice-president of the associa-

tion and was president from 1974 to 1976.

He was a Guggenheim fellow in 1956-57 and was named a fellow of the Royal Society of Canada in 1975. On his retirement he was presented with a *festschrift*, *Greek Poetry and Philosophy: Studies in Honour of Leonard Woodbury*.

Among his publications is a memoir of Gilbert Bagnani, a colleague who died last February at the age of 84. Woodbury took the unusual step of expanding and circulating the memorial resolution read in the University College Council. The memoir ends with an observation by Bagnani on the death of someone else that though there may be no one who is indispensable, there are some people who are irreplaceable.

Positions Elsewhere

Notice of the following vacancy outside the University has been received by the Office of the President.

Kansas State University President; commencing July 1, 1986. Candidate

review will begin December 1, 1985.

Contact: The Search Committee for President, Anderson Hall, room 106, Kansas State University, Manhattan, Kansas 66506

New chairman of architecture program

Professor Douglas H. Lee has been appointed chairman of the program in architecture, succeeding Professor George Baird who has resigned.

Lee obtained his BArch from McGill University in 1950 and after graduate studies at the University of Illinois and five years of practice with Don Mills Developments Ltd. and Project Planning Associates Ltd., joined the School of Architecture in 1958 as a lecturer.

His main teaching interests have been within the technical/professional component of the program. In 1975 he completed the requirements for an MBA at York University and since then he has concentrated on the management of firms and projects. He

was on the Council of the Ontario Association of Architects from 1978 to 1981 and was council president in 1980. In 1982 he was promoted to full professor in recognition of his many contributions to the University and the profession, and in 1983 he became a fellow of the Royal Architectural Institute of Canada.

Professor P.M. Wright, acting dean of the faculty, in announcing the appointment, expressed his appreciation to Professor Lee for assuming the responsibilities at very short notice. He said he regretted that Professor Baird had felt it necessary to resign because he had been an effective leader of the program in architecture.

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Parliamentary committee on science and technology to get one-year tryout

The Mulroney government has given in to repeated calls that it create a standing parliamentary committee on research, science and technology. The all-party committee, one of the less publicized of the parliamentary reforms announced in Ottawa last month, is to start work early in 1986 for a one-year trial.

While its terms of reference have yet to be announced, the new committee is expected to oversee the budgets and activities of the Medical Research Council, the Natural Sciences & Engineering Research Council and the Social Sciences & Humanities Research Council, as well as those of the Ministry of State for Science & Technology, the Science Council of Canada and the National Research Council.

It will also look at proposed federal policies, programs and legislation related to science and technology, said

Louis Lavoie, a legislative assistant to Science Minister Thomas Siddon. Both university financing and the recently submitted five-year plans of SSHRC and NSERC could be at the top of its agenda, he said.

In keeping with the enhanced role for standing committees proposed as part of the package of parliamentary reforms, the new science and technology committee would have considerable freedom to set its own agenda and greater power to influence legislation.

In September, the Science Council called for the creation of such a body, saying that "the Canadian Parliament is one of the few elective bodies in the western world without a standing committee on science and technology." The Canadian Association of University Teachers also recently recommended that such a committee be formed.

Review of religious studies centre

A committee has been struck to review the Centre for Religious Studies. Members are: Professor P.J. Perron, associate dean, SGS (chairman); Professor I.M. Drummond, vice-dean, arts and science; Nada Conic, graduate student, classics; Professor G.P. Richardson, University College

and religious studies; Professor W.J. Callahan, religious studies; Professor M.R. Marrus, history; Professor R.C. Hutchinson, Emmanuel College; Professor R.M. Savory, Middle East and Islamic studies; Professor P.W. Nesselroth, comparative literature; N.L. Gottschalk, SGS, (secretary).

The committee will be pleased to receive comments or submissions from interested persons until December 9. They may be sent to Associate Dean Paul Perron, chairman of the committee, at the School of Graduate Studies, 63 St. George St.

South Asian studies review

A committee has been struck to review the Centre for South Asian Studies. Members are: Professor P.J. Perron, associate dean, SGS (chairman); Maeve McMahon, council member, SGS; Professor A.N. Doob, criminology; Professor V. Falkenheim, political science and East Asian studies; Professor C.P. Jones, arts and science; Professor J.T. O'Connell, religious studies; Professor J.H. Simpson, sociology; Professor N.K. Wagle, history; and David Shulman (secretary).

The committee will be pleased to receive comments or submissions from interested persons until December 23. They may be mailed to Associate Dean Paul Perron, chairman of the committee, School of Graduate Studies, 63 St. George St.

IHPST review

A committee has been struck to review the Institute for the History & Philosophy of Science & Technology (IHPST). Members are: Professor D.J. Rowe, associate dean, SGS (chairman); Professor J.J.B. Smith, vice-dean, arts and science; Professors Bruce Sinclair and J.Z. Buchwald, IHPST; Professor Frank Cunningham, philosophy; Professor R.J. Helmstaedter, history; John Stix, graduate student, zoology; Professor P.M. Stokes, environmental studies; D.M. Zitner, SGS (secretary).

The committee will be pleased to receive comments or submissions from interested persons until November 30. They may be sent to Associate Dean David J. Rowe, chairman of the committee, at the School of Graduate Studies, 63 St. George St.

Staff development seminars

The hiring decision, a one-day seminar to provide supervisors and managers with practical guidelines for a professional approach to hiring, will be held Dec. 4 and Dec. 6.

Planning and promoting the public event is a half-day seminar designed to help staff plan and coordinate lectures, symposia and open houses. It will be held Dec. 11 from 2 to 4 p.m.

For more information on these seminars and application forms please call the Staff Training and Development Office at 978-6496.

School of Continuing Studies COURSE FOR U of T STAFF

"Student Counselling In the University Setting"

led by Resa Eisen, M.S.W.
Lecturer and Private Practitioner

Wednesdays, Jan. 8 to Feb. 26, 1986
4:00 to 6:00 p.m.

Registration at 158 St. George St.
Toronto (416) 978-2400

Fee \$130.00 (Educational Assistance through your Dept. applicable)

Animals in research: 'Police ourselves so others won't'

U of T scientists who use animals for research are being urged by David Mock, chairman of the University animal care committee, to be very sure their need for animals is justified, their methods humane and their facilities adequate.

"If you stop using animals, you eliminate a lot of excellent research," said Dr. Mock. "But we have to police ourselves so that others won't. We have the opportunity to exert control over how animals are used, and when, and to improve facilities." In such places as Britain, where the government has taken over the job of overseeing the use of animals for research, bureaucracy and red tape make the scientist's job more difficult, he said.

Mock and 31 other U of T scientists were among those attending a workshop at Hart House organized by the Scientists Center for Animal Welfare, a US organization, in cooperation with U of T. "We are in full compliance with the rules," he said. "But there was an increased awareness of conceptual and ethical issues. You get very

blasé about the use of animals when you look at it only from the point of view of the researcher." A researcher who uses animals must weigh the distress an animal will be put to against the possible product of the research, he said.

Those who attended the conference have conveyed their concern to others in the University who work with animals, said Mock. "We are trying to minimize the use of animals in undergraduate teaching. There are only a few departments that do it, and we're going to work on them. In medicine some instances are justified; in other situations, I'm not as satisfied."

As chairman of the animal care committee, Mock is ultimately responsible for the approval of every experiment at the University that uses animals. Most pass without questions, he said, but where there is some doubt that the experience the animal is to undergo would be worthwhile for science, he has asked that the experiment be modified.



Alice's Adventures

Scarborough principal G. Ronald Williams is the Dormouse, humanities chairman Wayne Dowler the Mad Hatter, and current and former principals of Innis College John Browne and Dennis Duffy are Tweedle Dum and Tweedle Dee in the Scarborough drama department's production of *Alice's Adventures* Dec. 5 and Dec. 7. Shown here in rehearsal are staff member Tony Westbrook and Scarborough graduate Delora Harvey, who plays Alice. The show, an adaptation of the Lewis Carroll classics *Alice in Wonderland* and *Through the Looking Glass*, is directed by staff member Leigha Lee Browne. For more information and reservations call 284-3126.

Students meet deans in funding debate

"Is Simcoe Hall responsible for overcrowded classes?" That question will be debated by arts and science students and arts and science deans at 4 p.m. Nov. 26 in the George Ignatieff Theatre.

Speaking in favour will be Arts & Science Student Union (ASSU) president Sander Cohen and ASSU executive Gordon Henderson. Speaking against will be Dean Robin Armstrong

and Vice-Dean Ian Drummond. The moderator will be former arts and science dean, now principal of Woodsworth College, Arthur Kruger.

Armstrong and Cohen say they hope the debate, jointly sponsored by the dean's office and ASSU, will help develop awareness in the University community of the effects of under-funding and the University's role in the funding process.

Fire marshal's visit shrinks math class

A tip from a disgruntled student to the fire marshal's office has forced the reorganization of a first-year math class.

The marshal arrived last month with an occupancy permit showing the number of students permitted in room 159 of the Lash Miller Chemical Laboratories — 208. There were 280 students legitimately enrolled in the class, Math 130, a first-year calculus course taught by Dietrich Burbulla. Those without a place to sit were asked to leave.

The math department did not put a limit on the number of students permitted to register in first-year courses for this year. Most had opted for Burbulla's section, though there was another class taught at the same time — Tuesdays and Thursdays at 10 a.m. — that had room for more than 150 extra members. As his students did not want to switch, Burbulla arranged to give another section of the course on Fridays from 3 to 5 p.m.

Next year, said Peter Botta, associate chairman of the Department of Mathematics, only as many students as there are seating spaces will be allowed into the sections, and registration will be cut off when the total number of available spaces is reached. This year 411 students registered for the course, 280 in Burbulla's section,

35 in the other section offered at the same time, and the remainder in an evening class.

Usually the solution to an overcrowding problem is to find a larger room, said Robin Armstrong, dean of the Faculty of Arts & Science, but there is a shortage of classrooms in the University with a capacity of more than 200. "There was a philosophy of education in the 60s that established a magic maximum of 200." He said that pedagogical view has varied with time. "With more than 100, you can't interact in a one-to-one way with a student anyway. It's a question of what help is available."

Armstrong said he has a responsibility, which he takes very seriously, to see to it that a class that is too large for its quarters is either moved or shrunk by the addition of another section. During the first two weeks of classes, sometimes termed "the shopping period", he is willing to turn a blind eye to overcrowding, he said, but after that he takes steps to end the situation.

He said the fire marshal probably would have prosecuted the University had the regulations not been obeyed.

Search committee for a chief librarian

President George Connell has appointed a search committee to recommend a chief librarian of the University of Toronto. Committee members are:

Chair: Brian Merrilees, vice-provost; *Secretary:* Beata FitzPatrick, executive assistant to the vice-provost; *Librarian Representatives:* Margaret Currie, LAUT, Erindale; Rita Crump, administrative staff; Gayle Garlock, associate librarian; Warren Holder, Sigmund Samuel; Joan Links, CUPE, microtexts; Michael Rosenstock, head, book selection; Solange Silverberg, head, catalogue records;

Faculty: Tom Robinson, dean, School of Graduate Studies; Ann Schabas, dean, Faculty of Library & Information Science; Richard Helmstadter, history; Ian Lancashire, English; C.C. Gotlieb, computer science; *Student Assessor:* Heidi Yalowitz-Lasser, Victoria College, representative of APUS.

The committee welcomes nominations and comments. These may be submitted to the chairman, room 222, Simcoe Hall, or to any member of the committee.

To meet and learn more about booking with these agents and to discover the services they will be offering, you are invited to attend any of the upcoming orientation sessions:

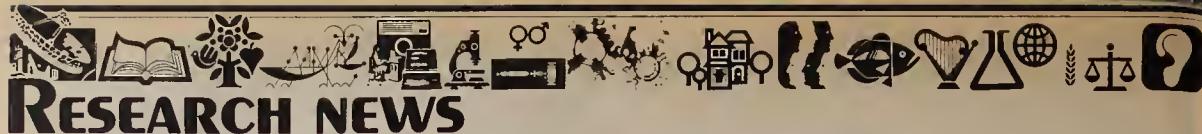
Scarborough, Tuesday Nov. 26, 10:30 - 12:00
Rm. S403, Council Chamber

Erindale, Tuesday Nov. 26, 1:30 - 3:00
Rm. 262 North Building, Council Chamber

St. George, Tuesday Dec. 3, 11:00 - 12:30
Rm. 2173, Medical Sciences Building

So if service and exclusive rates interest you, why not find out how you or your travel arranger can obtain both.

No R.S.V.P. required



RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Amyotrophic Lateral Sclerosis Society of America

The society is a voluntary health organization dedicated to funding research into the cause, prevention and cure of ALS. The society requests a brief abstract on the nature of the research proposal before a full, formal application is made. There is no citizenship requirement for this agency. Abstracts must be received by December 1, and full grant applications by January 15.

For further information, please contact ORA at 978-2163.

Department of Indian & Northern Affairs

Grants are available for transportation, freight, and field living expenses under the northern scientific training grants program for student research projects which are conducted north of the southern limit of the zone of discontinuous permafrost in Canada. Application forms are available from ORA and should be completed and submitted to Prof. T.C. Hutchinson, chairman of the Arctic Working Groups, 311 Haultain Building. Deadline is November 30.

Diabetes Canada

Investigators are reminded that all personnel award program applications — scholarships, fellowships, bursaries, traineeships — have a deadline of December 1.

Huntington Society of Canada

The society offers modest, one-year operating grants to fund new proposals in research relevant to Huntington's disease. Those areas of research of related brain disorders such as Parkinson's disease, schizophrenia, amyotrophic lateral sclerosis, cerebellar ataxias and Alzheimer's disease, as they relate to Huntington's disease, may be favourably considered.

The deadline is December 31.

Medical Research Council

Sabbatical Leave Policy

A new policy for sabbatical leave for personnel support programs has been recommended by MRC. Recipients of MRC scholarships, scientist awards and research associate awards as well as principal investigators receiving a salary contribution through the MRC group program or the development grant program are eligible for sabbatical leave in

accordance with normal University policies. Investigators must submit evidence that the proposal meets with the approval of the department head, dean and president of the University.

Use of Remaining Grant Funds

MRC has recently approved a new policy on the use of funds remaining unexpended at the end of a grant support period.

"The unspent balance of a grant does not lapse at the end of the MRC support period (usually June 30). It will remain available to the grantee, if required, for the original purpose of the grant until March 31 of the same fiscal year."

"Grantees wishing to continue their research project and use the unspent balance beyond that period must ask authorization from MRC."

As an example, a principal investigator whose MRC support expires on June 30, 1986 may use the unspent balance to continue research until March 31, 1987. If research is to be continued beyond March 31, 1987 and use of the unspent balance is anticipated, principal investigators must request authorization from the council.

"Grantees wishing to use the unspent balance of the

grant FOR ANOTHER PURPOSE must also have prior authorization from MRC before proceeding. Unspent balances in major equipment grants fall into this category."

Investigators are reminded that copies of any correspondence requesting changes to grants should be sent to ORA.

MRC Groups

Investigators are reminded that all applications for MRC group applications are due January 1 (for which letters of intent were submitted by Sept. 1). Investigators considering applying for MRC group support for 1987-88 should submit letters of intent by April 1; full applications are due October 1.

Details of these new policies will be found in the MRC Grants & Awards Guide 1985-86.

Ontario Ministry of Health

The ministry has indicated to the University that investigators should retain their applications for the career scientist program until a confirmed deadline date for the 1986-87 competition is announced.

It is our understanding that the ministry will return any applications received by them for Nov. 15. ORA and the research office of the Faculty of Medicine will notify those investigators whose applications have been processed by those offices of any announcement the ministry may make.

Ontario Thoracic Society

Applications to the Ontario Thoracic Disease Foundation will be received for projects relating to respiratory

diseases. Research is funded for a one-year period only and preference will be given to principal investigators who are no more than five years past their first faculty appointment.

Deadline for receipt of applications at the Ontario Thoracic Society is December 15.

University Animal Care Committee

Investigators are reminded that many University animal protocols will expire on Dec. 31. A renewal protocol for continuing research must be submitted to the local Animal Care Committee chairman as soon as possible. If research covered by an expired protocol has been completed, please notify the secretary to the University Animal Care Committee at 978-2163.

Upcoming Deadline Dates

Amyotrophic Lateral Sclerosis Society (US) — abstract only: December 1.

Canadian Heart Foundation — junior personnel awards, fellowships: December 1.

Canadian Lung Association (Physiotherapy Section) — fellowships, research grants: December 1.

CNIB (E.A. Baker Foundation) — research and personnel: December 15.

Lady Davis Fellowship Trust — visiting professorships: December 1.

Diabetes Canada — personnel awards: December 1.

Gerontology Research Council of Ontario — research fellowships: December 1.

Health & Welfare Canada (NHRDP) — research projects, studies, demonstra-

tion, preliminary development: December 1.

Huntington Society of Canada — personnel and research grants: December 31.

Indian & Northern Affairs — field expenses (see description): November 30.

International Union Against Cancer — Yamagawa-Yoshida cancer study grants: December 31.

Medical Research Council — dental and centennial fellowships, scholarships (new and renewal), studentships (new), biotechnology re-training and training centre awards: December 1.

Muscular Dystrophy Association (US) — fellowships and research grants (request for application): November 30.

Ontario Mental Health Foundation — individual awards, publication program, conference program: November 29.

Ontario Ministry of Natural Resources — renewable resources research: December 13.

Ontario Thoracic Society — research projects: December 15.

Physicians' Services Inc. Foundation — research grants: December 1.

Damon Runyon-Walter Winchell Cancer Fund — fellowships: December 15.

U of T — Humanities & Social Sciences Committee, Research Board — grants-in-aid: December 1; conference travel grants: December 15.

Whitehall Foundation Inc. — research grants-in-aid (life sciences): December 1.

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SUPERCOTE 99 not only heightens visual acuity and colour perception, but also improves the cosmetic appearance of your glasses.



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Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards and submit a written application to the Personnel Department to apply for a specific position.

(1) Sylvia Holland; (2) Steve Dyee; (3) Varujan Gharakhanian; (5) Christine Marchese; (7) Maureen Brown; (8) Mirella Tajarol; (9) Lisa Raftis.

Clerk-Typist II

(\$14,510 — 17,070 — 19,630)
Slavic Languages & Literatures (7)

Secretary I

(\$15,930 — 18,740 — 21,550)
Ophthalmology (1)

Secretary II

(\$17,470 — 20,550 — 23,630)
Graduate Studies (1)

Administrative Assistant III

(\$30,970 — 36,440 — 41,910)
Research Administration (1),
Vice-President — Business Affairs (1)

Laboratory Technician II

(\$19,450 — 22,880 — 26,310)
Medicine (1), Environmental Studies (9), Ophthalmology (1), Botany (7)

Administrative Assistant III

(\$23,850 — 28,060 — 32,270)
Information System Services (3)

Controller

(\$42,010 — 52,510 — 63,010)
U of T Press (5)

Applications Programmer Analyst III
(\$29,380 — 34,570 — 39,760)
Computing Services (3)

Applications Programmer Analyst V
(\$38,270 — 45,020 — 51,770)
Information System Services (3)

Professional Engineering Officer II
(\$32,610 — 38,360 — 44,110)
Computing Services (3)

Administrative Assistant
(\$30,970 — 36,440 — 41,910)
Research Administration (1),
Vice-President — Business Affairs (1)

The Second Annual PETER H. BRIEGER MEMORIAL LECTURE presented by the Department of Fine Art

Dr. Jean Sutherland-Bogggs
Consultant to the Federal Government on Art and
former Director of the National Gallery, Ottawa

"DEGAS AND NORMANDY"

5:30 p.m., Thursday, November 28th
Room 140, University College

Outstanding teachers in medicine honoured

To encourage and recognize outstanding instructors in undergraduate medical teaching, the Faculty of Medicine has created the W.T. Aikins Award, named in honour of the first dean.

Dean Fred Lowy will present the first recipients with their awards today. Winners are:

• Dr. Barbara Stubbs, lecturer, Department of Family & Community Medicine and practitioner in family medicine at Toronto General Hospital. She received the award for development and use of instructional media for her success in developing a program to train "simulated patients".

Generally considered the best teaching aid in clinical medicine, "simulated patients" can reproduce the symptoms of different diseases. In 1983, Dr. Stubbs began training volunteer simulated patients and now there are more than 20 simulated patients for one or more of 18 roles. These simulated patients have been used in more than 200 hours of undergraduate teaching and in clinical evaluation at seven teaching hospitals by the Departments of Family & Community Medicine and Psychiatry.

• Dr. Narasimhan Ranganathan, associate professor, Department of Medicine and staff cardiologist at St.

Michael's Hospital. Dr. Ranganathan also received the award for development and use of instructional media.

Dr. Ranganathan is a recognized expert in the field of cardiac physical examination and in the instruction of cardiac auscultation (listening to sounds within organs to aid diagnosis and treatment). He has developed an ingenious and elaborate system that allows students to simultaneously listen to heart sounds of patients while watching on an oscilloscope what they are hearing, and watching the patient's jugular pulse on a television screen.

• Dr. Alexander Roberts, Department of Anatomy. Dr. Roberts, who received the award for individual teaching excellence, returned to U of T in 1968 as a teaching fellow, while continuing his family practice. His students characterize his teaching as enthusiastic, clear and relevant and praise his use of videotape presentations and other audiovisual aids. As a practising physician, academician, scholar and outstanding teacher, Dr. Roberts, now retired, is considered the perfect role model by his students.

• Dr. Dean Chamberlain, associate professor, Department of Pathology.

Dr. Chamberlain, who won the award for excellence in course coordination and development, has made pathology one of the most popular undergraduate courses in the faculty. Course supervisor of the second-year pathology program for the past six years, he is on leave this year as visiting scholar in the Department of Pathology at Stanford University. One

colleague ranks Dr. Chamberlain as among the top medical teachers in North America.

• Dr. Ken Robb, assistant professor, Department of Medicine.

A general internist at Toronto Western Hospital, Dr. Robb's commitment to teaching is reflected in the huge volume of undergraduate teaching he does. Students consider his teaching skills outstanding and regard his compassion in dealing with sick and dying patients as a standard against which they will measure their own practice. He is the recipient of an award for individual teaching excellence.

Investigation finds police response to pub fight too slow

A U of T police sergeant has been suspended without pay after an investigation by Director of Personnel Eleanor DeWolf determined that the officer did not respond with sufficient promptness to an emergency call from Hart House Sept. 20.

The call came at approximately 11:30 p.m. from the manager of a student pub where fights had begun to develop between students and outsiders. Although exact times are still sketchy, the investigation revealed that U of T Police arrived after midnight. At this point Metro Police, who had been called by the manager when U of T Police failed to respond, were already on the scene.

The name of the officer and the length of the suspension are not being released by the Personnel Department.

DeWolf said the delay should be interpreted as a poor application of procedure rather than a fault in procedure itself. "What ought to have happened did not happen," she said.

U of T Police Chief Greg Albright agreed that policy stipulates immediate response, either by

"hopping in a car, hoofing it, or contacting patrolling officers closer to the scene".

U of T Police work in six-person shifts, he said, so the maximum number of officers normally in a position to respond to emergencies would be five, leaving one to receive other calls.

Albright would not say why the suspended officer delayed in responding, but said there was no other emergency to be dealt with at the time. The fights sent five students to hospital.

Further violence broke out on campus early in the morning of Nov. 7, when a gang of four teenagers injured four Victoria College students in three separate unprovoked attacks. One student suffered severe bruises and broken ribs.

U of T Police responded to this incident, Albright said, but Metro Police, who had also been called, arrived on the scene at the same time. U of T Police do not have official jurisdiction in the federated colleges, Albright added, but the policy is to respond to emergency calls.

Archives reading room closed for December

The reading room of the University Archives will be closed in December to enable staff to prepare accessions for evaluation at year end. Reference service by telephone and mail will continue to be provided to University administrative offices that require information from or access to the records they have deposited with the archives.

Regular reading room hours will resume Jan. 6.

New contract for service employees

U of T's service employees are on the job with a new two-year contract, despite a 238-187 vote to reject the University's final offer Nov. 3.

The acceptance came about after the same employees rejected a strike proposal by a margin of 201 to 194.

"There was no way we could go back to the bargaining table," said Peter Corbett, unit chairperson for Service Employees International Union (SEIU) Local 204. "It was management's final offer, and that was made very clear."

Of the 700 members in the U of T local, 429 cast ballots in the Nov. 3 vote. The tally in favour of a strike represented 26 percent of the bargaining unit and 45 percent of the members polled.

John Van Beek, publicity director for the SEIU, said the turnout was good and indicated there was no mandate from the membership for a strike. "People who don't show up are normally ones who will accept a contract, even though they don't cast a vote," he said.

Van Beek said the contract's wage increases — amounting to nine percent over two years, not including shift premiums — exceed most recent private sector settlements with service workers.

However, Van Beek expressed disappointment with a sick leave plan which begins payments to workers on the fourth rather than first day of absence and with a provision that gives temporary workers equal priority in competition for vacancies. "You can bet your bottom dollar that

in the next round of negotiations these issues are going to have to be resolved to the union's satisfaction," he said.

"At the end, money wasn't really a contentious issue," confirmed Corbett, who was a member of the unit's bargaining team.

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1985 Varsity Fund Phonathons

Volunteers at a recent Varsity Fund Phonathon take a break to hear words of thanks and encouragement from Lee MacLaren, director of private funding (left) and Vice-President (Institutional Relations) David Cameron (right). With Cameron and MacLaren from the Faculty of Library & Information Science are (l. to r.) student Zoë Baxter Buchanan, alumna Denise Bruno and alumnus Joe Cox. They are among the alumni, students and faculty calling alumni from late September to early December urging them to support their divisions with a donation. This year, there are more phonathon locations and more divisions participating and, for the first time, 700 volunteers are using telemarketing techniques taught them by a telemarketing firm. Malim Harding, chairman of the Varsity Fund, reports that specified pledges could top \$250,000 as compared with \$179,390 in 1984.

PhD Orals

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Friday, November 29
Robin Barker Beamish, Department of Sociology, "A Study of Marx's Intellectual Labour Process: The Case of the Division of Labour." Prof. M. Murris.

Martin Malcolm Elbl, Department of History, "The Sahara and the Trans-Saharan Trade in the Late Middle Ages, circa 1250-1500." Prof. M. Klein.

Miriam Grushka, Faculty of Dentistry, "Insights into Burning Mouth Syndrome." Prof. B.J. Sessle.

Richard Scott Hinks, Department of Chemistry, "Stereoselective Enzymatic Transformations of a Series of Meso-1, 3-Disubstituted Carbocycles and Heterocycles." Prof. J.B. Jones.

Anthony Enrico Marin, Department of Education, "Verbal Processes in Learning Disabled Adolescents." Prof. P. Lindsay.

Monday, December 2
Redwood William Nero, Department of Zoology, "The Role of *Mysis relicta* (Malacostraca: Mysidae), in Determining Zooplankton Species Composition in Glacial Relict Lakes." Prof. W.G. Sprules.

Richard Andrew Paskauskas, Institute for History & Philosophy of Science & Technology, "Ernest Jones: A Critical Study of His Scientific

Development (1896-1913)." Prof. P. Mazumdar and C. Hanly.

Gad Ravid, Department of Education, "Self-Directed Learning as a Future Training Mode in Organizations." Prof. J. Draper.

Tuesday, December 3
Ronald George Sawatsky, Centre for Religious Studies, "Looking for that Blessed Hope: The Roots of Fundamentalism in Canada, 1878-1914." Prof. J.S. Moir.

Wednesday, December 4
Lawrence Harold Kopman, Department of Education, "The Meaning of Alienation and the Struggle to Learn to Relate." Prof. J. Weiser.

Samuel Eggyir Sackey, Department of Statistics, "Structural Analysis and Missing Data." Prof. D.A.S. Fraser.

Kevin Niall Dunbar, Department of Psychology, "Multiple Sources of Inference in a Picture-Word Analogue of the Stroop Task." Prof. S. Palef.

Ivana Elbl, Department of History, "West Africa and the Portuguese Trade, 1440-1521." Prof. M. Klein.

Suzanne Elizabeth Zeller, Department of History, "Inventing Canada: Victorian Inventory Science and Canadian Nationbuilding, 1830-1880." Prof. T. Levere and M. Bliss.

Thursday, December 5
Samuel Jeffrey Dixon, Faculty of Dentistry, "Electrophysiology of a Clonal Osteoblast-Like Cell Line." Prof. J. Aubin and J. Dainty.

David Gordon Goodwin, Department of English, "The Rhetoric of British Rhetorical Handbooks: 1758-1828 and Romantic Modes of English Epic Poetry." Prof. M.T. Wilson.

Douglas Lindsay Welch, Department of Astronomy, "Studies of Classical Cepheids in the Near-Infrared." Prof. R.A. McLaren.

Friday, December 6
Barbara Cameron, Department of Political Science, "Liberalism and the Early Organization of Women in English Canada, 1850-1920." Prof. M. Brownstone.

Joan Elizabeth Collins, Department of Education, "Encoding Speed in Children Who Differ in Reading Ability." Prof. S. Palef.

Kevin Niall Dunbar, Department of Psychology, "Multiple Sources of Inference in a Picture-Word Analogue of the Stroop Task." Prof. S. Palef.

Ibrahim Yusuf Najjar, Department of Philosophy, "A Study of Russell's Theory of Desire in Connection with Neutral Monism." Prof. R.E. Tully.

Bhagwant Naraine Persaud, Department of Civil Engineering, "Study of a Freeway Bottleneck to Explore Some Unresolved Traffic Flow Issues." Prof. V.F. Hurdle.

Tuesday, December 10
Alan Kam-leung Chan, Centre for Religious Studies, "Two Visions of the Way: A Study of Wang Pi's and Ho-Shang Kung's Commentaries on the *Lao-Tzu*." Prof. J.C. Ching.

Peter Letkemann, Faculty of Music, "The Hymnody and Choral Music of Mennonites in Russia, 1789-1915." Prof. R.A. Falck.

Wednesday, December 11
Jose G. Mena, Department of Electrical Engineering, "Analysis and Optimization of Double-Diffused MOS Power Transistor Structures." Prof. C.A.T. Salama.

Thursday, December 12
Peter F. Juraska, Department of Microbiology, "Genetic and Biochemistry Analysis of Adenosine Kinase in Mammalian Cells." Prof. V.L. Chan.

Friday, December 13
Abdelgail Elmekki, Department of Political Science, "Peasants and Capital: The Political Economy of Oilseeds Marketing in the Sudan." Prof. J. Barker.

Wednesday, December 18
Richard Charles Summerbell, Department of Botany, "Microfungal Populations and Interactions in the Mycorrhizosphere of Black Spruce." Prof. D.W. Malloch.

James William Gladstone, Faculty of Social Work, "Study of Grandparents Whose Child Has Separated or Divorced." Prof. H. Irving.

Monday, December 16
Lorenz Gerhardt Falkenstein, Department of Philosophy, "Space, Time and the Theory of Transcendental Idealism in Kant's Transcendental Aesthetics." Prof. G.P. Nagel.

David Charles Thompson, Department of Physics, "Pressure Shift and Broadening of Alkali Rydberg States." Prof. B.P. Stoicheff.

Wednesday, December 19
Richard Charles Summerbell, Department of Botany, "Microfungal Populations and Interactions in the Mycorrhizosphere of Black Spruce." Prof. D.W. Malloch.

Committee Highlights

The Business Affairs Committee — Oct. 17

• at a special meeting, the committee approved authority for the vice-president (business affairs) to carry out the U of T Press warehouse expansion project at a cost of \$1,750,000, to be financed by external borrowing. Approval was given following discussion of the general debt position of the Press and inaccuracy of the original cost estimate of \$1,200,000, approved by Governing Council. The director of the Press informed the committee that the increased cost was based on poor soil conditions on the site and the distance to sewage lines, but that sales of the order fulfillment service had already increased 30 percent over those projected at the time of initial approval. He said it was anticipated that sales volume would increase by a further 118 percent over the next three years.

The Business Affairs Committee — Oct. 23

• received a status report from the assistant vice-president (facilities and administrative systems) on the Varsity Arena renovation project. An increase in the project cost to \$3,262,000 was approved in June by Governing Council. The assistant vice-president noted that although all items are not yet settled and the possibility of litigation still exists, it is believed that the final project cost will remain within the approved amount. Concern had been expressed that efforts be made to meet the cost of a larger loan to the Department of Athletics & Recreation by increasing revenues from rental of the arena. The assistant vice-president said that the department has been able to attract events to the arena that were not permissible before the renovation. She said that, while the project is not typical in that significant cost overruns are a rarity, the arena is one of many older buildings on campus, and to prevent a repeat experience, the internal audit department would conduct a thorough review of the project, providing recommendations for future projects.

• approved that the financial statements of the Innovia

Foundation for the year ended April 30, 1985 be accepted. During an extensive discussion of the foundation, the chairman of its board of directors told the committee that the operating costs were estimated at \$500,000 for 1985-86, but the question of longer-run needs for funding had yet to be settled. One of the problems of securing external funding, he said, was the need to avoid interfering with the University's own fundraising efforts. With respect to funding from the University, the foundation would receive for five years the interest on a trust fund created from part of the assets of the Connaught Fund, yielding about \$180,000 a year. It also received \$65,000 a year from the operating budget of the University to return for work in finding contract research. He said over the past five years, about \$5 million of contracts had been developed.

A member said a review of

the foundation should take place, as originally proposed, that would include comparisons with similar foundations at other universities.

• approved the proposed policy for visual display terminal operators. During a discussion of the policy, some members raised concerns that the standards may not be stringent enough, that terminals should be tested on acquisition and every six months, that better arrangements should be made for pregnant operators, and about recourse for employees who have problems concerning VDTs. The committee was told that the Ontario Ministry of Labour had recommended discontinuation of routine testing that under no circumstances would a pregnant operator be required to continue to use a VDT if she did not wish to and that, in no case to date, had satisfactory arrangements for reassignment of duties within the department not been made; and that if the VDT policy was not being applied appropriately, the employee should request the intervention of the Personnel Department.

The president of the staff

association urged the committee to refer the policy back. He said there was good

reason to examine the broader effects of introducing new technology into the workplace; the staff association was sponsoring a study of this topic by Professor J.L. Freedman of psychology. With respect to vision problems, he said the University should require the operators to have vision testing, bear the cost of both testing and corrective lenses required specifically for VDT use and bear any costs where an employee had to transfer to another position. He also said that while statistical evidence did not prove a correlation between VDT operation and birth defects, it similarly did not prove the absence of hazard, and the benefit of the doubt should go to the employee.

A motion to refer back the policy was defeated. The vice-president (business affairs) said that if new information or new areas of concern came to light, the administration would consider amendments to the policy. Two members requested assurances that the policy would be reviewed with respect to issues raised during the discussion. The chairman of the committee said he read a clear consensus on the need for ongoing review of the policy.

• approved authority to carry out design work, at up to \$300,000, for the Woodsworth College expansion and renovation project, subject to receipt of funds from the Woodsworth College student levy, additional private benefactions, or provincial grants. Based on last year's enrolments, the levy of \$20,000, applied by campus and community affairs, would raise about \$180,000 in the current year. The approximate cost of the project was estimated in 1984 at \$4 million.

• approved authority to establish capital appropriations and carry out the renovation of the FitzGerald Building for the Department of Microbiology, up to a total cost of \$458,500, subject to approval of the project by planning and resources and subject to receipt of funding from the Faculty of Medicine

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University of Toronto — VDT Policy and Information Supplement



University of Toronto — VDT Policy and Information Supplement

The following has been prepared by the Personnel Department and the Office of Occupational Health and Safety.

On October 23, 1985, the Business Affairs Committee approved a new policy for visual display terminal operators.

Policy for VDT operators

An increasing number of administrative jobs within the University involve the operation of visual display terminals or VDT's, also sometimes called video display units (VDU's) or cathode ray terminals (CRT's).

It is the University's belief, based on all available scientific information, that operation of a properly designed and functioning VDT does not constitute a health hazard of any kind. However, this work does place special demands on employees and ergonomic and job design considerations are important in ensuring comfortable VDT operation. Supervisors must ensure that close attention is paid to furniture and office design, environmental and equipment testing where necessary, and job structure.

Many staff members work at terminals for only a portion of their day. For purposes of this policy, an operator of a VDT is one who spends a total of two hours or more per day at the terminal.

(a) Ergonomic Considerations

A proper relationship between the operator, the terminal, and the environment in which the terminal is used is important to avoid fatigue and muscular discomfort, eye strain and irritation. Among these ergonomic considerations are proper lighting, adjustment of keyboards and display screens to proper heights, provision of divider screens and carpeting for noise absorption, and desks and chairs providing proper support at appropriate heights.

The *Guidelines for the Use of Visual Display Terminals* published by the Office of Health & Safety and reprinted for ready reference in the Manual of Staff Policies should guide the selection of office furniture and equipment, and the design of VDT work space.

Furniture should be selected, and work space redesign planned at the time that terminals are ordered. Where this has not happened, and budgetary constraints do not permit all aspects to be addressed at once, a phased plan for upgrading should be developed. Because some of the most common and troublesome symptoms of discomfort associated with VDT operation are related to postural problems, acquisition of properly-designed chairs should be the first priority.

(b) Job Design

Jobs should be structured and work schedules organized in ways that can be helpful in minimizing operator fatigue.

The semi-autonomous work group concept permits operators to schedule and coordinate their work flow among themselves and with others, thus giving them considerable control over their own work. It is particularly recommended for word processing equipment operators in work groups of two or more. Other job design alternatives include job-sharing, where one job is shared between two part-time staff members; and job rotation. For consultation on, and assistance in introducing these concepts, the supervisor should call the Personnel Generalist or Salary Analyst responsible.

Operators' work should be organized in a way that provides visual relief periods, when viewing the screen is not required, for approximately 15 minutes every two hours of continuous use. For jobs where continuous VDT operation amounts to 50 percent or more of the employee's time, the visual relief periods should be increased to approximately 10 minutes per hour. The timing of the relief periods can be flexible, according to individual job requirements; and since these breaks are for visual relief only, non-VDT tasks that provide a visual change should be scheduled. In structuring jobs that involve specialization in VDT operation, non-VDT duties must be incorporated in such a way as to make these visual relief periods feasible.

The staff member working at the screen can do much to avoid fatigue, by adjusting his or her posture from time to time, looking away from the screen periodically at any distant object, and blinking frequently. Exercises for the VDT operator are outlined in Appendix A of the *Guidelines for the Use of Visual Display Terminals*.

(c) Vision Testing

Employees should be encouraged to have a visual assessment by their personal ophthalmologist on their initial assignment to VDT operation, and employees already operating VDT's should have a vision assessment periodically. Annual vision testing is covered under OHIP.

The purpose of the initial vision assessment is to detect any pre-existing visual defect that might be aggravated by VDT operation, to correct vision if necessary, and thereafter to ensure that uncorrected or corrected vision remains compatible with comfortable VDT operation.

(d) Operator Pregnancy

Much publicity has been given in the last few years to possible health hazards of VDT operation for pregnant women and their unborn children, and pregnant staff members may become worried about possible ill effects. These fears are understandable, and should be dealt with in a manner which demonstrates concern for the employee, but at the same time reflects the University's belief that there are no proven hazards arising from VDT operation.

The Office of Occupational Health and Safety may be contacted to arrange for a test of the operator's VDT, to ensure that it is functioning properly and that no potentially harmful emissions are present.

If the employee is still sufficiently concerned to ask for a transfer to work not requiring VDT operation, every reasonable effort should be made by the department (with the assistance of the Personnel Generalist or Employment Counsellor) to accommodate this personal request with modification of job duties or reassignment to another position temporarily. The Personnel Generalist or Salary Analyst responsible must be consulted regarding salary treatment appropriate to each individual case, taking into account the level of job being performed and the duration of the reassignment.

Following reassignment, the employee may opt to commence her maternity leave earlier (within legally established time frames) or, at the employee's request a leave of absence without salary will be provided until the earliest date that maternity leave can begin.

Employees should be aware, however, that an unpaid leave of absence at this time could affect the level of benefits payable during maternity leave. The Benefits Administration section of the Personnel Department should be consulted for fuller information about the implications.

Normal conditions of return to work from maternity leave apply.

In conjunction with the ergonomic guidelines on VDT's published this summer, the policy will be issued shortly as a *Manual of Staff Policies*.

Commentary on the New Policy

In developing this new personnel policy for administrative staff, we started from the belief, supported by all scientific studies done on the subject to date and expressed in the Guidelines developed earlier by the Office of Occupational Health & Safety, that operating a VDT does not present any reasonable risk to employee health. At the same time, where employees are concerned about radiation or other potential ill effects, their concern is a reality which must be reasonably but sensitively dealt with.

On the other hand, studies have shown that there are some very real and proven problems inherent in the use of VDT's -- related to physical surroundings and job design -- and these issues are addressed in the new policy.

The University of Toronto Staff Association presented a dissenting brief first to the Personnel Policy Board and then to the Business Affairs Committee of Governing Council, recommending that the new policy not be approved because it failed to meet their objectives in three areas.

Although the policy was ultimately approved by Governing Council, in light of the considerable attention that has been focused on the issue in recent years we feel it important to present to our staff our reasons for not acceding to the Staff Association's demands. As extracted from their dissenting brief, they are:

1. Maintenance

UTSA's position:

Equipment should be serviced every six months and a record should be kept of each maintenance check. The University should provide reliable tests for radiation (and other harmful emissions) before the equipment is used and every six months thereafter. The equipment should also be tested immediately after any maintenance work is done and, if the equipment is relocated, immediately after the move. The results of these tests should be made accessible, in an understandable form, to VDT operators.

The Radiation Protection Section of the Physical Plant Department currently carries out testing on visual display terminals for X-radiation on request. To date, approximately 500 units have been tested, all showing an insignificant contribution to background levels of radiation. The Ontario Ministry of Labour does not recommend routine testing of visual display terminals, and we do not propose to measure all VDT's at the University of Toronto for X-radiation emissions on a regular basis. Under the new policy we will continue to test machines to ensure that they are functioning properly and that no harmful emissions are present; the Radiation Protection Section will continue to do so based on requests made through the Office of Occupational Health and Safety.

2. Eye Care

UTSA's position:

All employees assigned to operate VDT's should have full vision testing during working hours, by ophthalmologists of their choice, prior to their use of the equipment and annually thereafter. Such eye exams and any special lenses required (operators with corrective lenses may need special lenses designed for their on-the-job requirements) should be paid for by the University. If at any time an ophthalmologist recommends that a VDT operator stop using such equipment, that employee should be given other work at equal pay with no loss of seniority or benefits.

The new policy encourages employees working at VDT's to have their vision tested, both on assignment to a VDT and periodically thereafter, by their own doctors. Annual vision testing is covered by OHIP. If at any time an employee's ophthalmologist recommends that an employee's sight is such that he or she should no longer work at a VDT, reassignment would be sought on the same terms as for any other employee who is medically restricted from certain kinds of work.

The University will not, however, pay for eye-glasses an employee may require to work at a VDT. Whether they currently wear corrective lenses or not, some employees may need special corrective lenses in order to work at the visual distance of the VDT screen, just as some people need glasses for reading or driving. This depends on the individual's eyesight, and is not a requirement inherent in VDT operation.

3. Reassignment of Pregnant Women

UTSA's position:

VDT operators who are pregnant should not be required to use such equipment. They should be reassigned to other appropriate work, at no loss in pay, benefits, or seniority.

The policy provides that pregnant employees who are concerned about operating VDT's during their pregnancy may request reassignment and every reasonable effort will be made, within the employing department or beyond it if necessary, to accommodate a transfer. Annually, about 150 administrative staff become pregnant and take maternity leave, and although many of these employees no doubt are VDT operators, the number of pregnant staff who are concerned and request reassignment is relatively few. Such requests are in fact being accommodated at the departmental level; the Personnel Department has not once been approached to assist with a placement. Within the Personnel Department, to take an example close to home where VDT operation is a common job requirement and a number of pregnancies have been experienced in recent years, the one employee who expressed some anxiety was reassigned to other work — without loss of pay, benefits or seniority.

The new policy does stop short of providing an absolute guarantee of an employee's rate of pay on reassignment, however. Each case will be looked at by Salary Administration in order to establish whether justification exists for a lesser salary treatment. In many cases, reassignment is likely to be at the same level or may be for only a short period so that a salary reduction is not warranted; but if reassignment is for a significant period of time to what is clearly lower-level work, salary treatment will be consistent with policy for other types of voluntary transfer.

Brave new workplace: What are the health hazards?

The following article is reprinted from the Faculty of Medicine's Health News (Oct. 1983).

Like it or not, we are already well in to the microchip or post-industrial era where information is the newly valued commodity, office automation is becoming commonplace and many are hooked on the new technology.

In the transition to an information age, jobs are rapidly changing. People who used to sort, file, index, type and scribble now spend their days staring at the flickering screen of a VDT (visual display terminal) and punching a word processing keyboard.

Not only has the revolution in microtechnology radically altered the workplace, but it also offers home computers that allow people to shop, bank, learn, play and work without ever leaving their living rooms.

To chip or not to chip is no longer the question. Those who resist the change-over will be left behind. Yet the burgeoning microchip technology has raised serious worries not only about job loss, but also about the possible health hazards of VDTs.

The health concerns most often voiced about VDTs focus on the possible radiation risks, especially potential harm to unborn babies. Yet the scientific findings show no measurable radiation risk, and there is no established link between VDT use and pregnancy problems.

What is clear is that working with VDTs does result in other health complaints, especially eye problems and muscular aches and pains related to long hours spent sitting still at poorly placed or designed equipment with insufficient rest periods.

Since the way in which VDTs are used varies enormously, health professionals looking into complaints must assess the amount of daily time spent at a VDT, the type of work done and the general office or home set-up.

Reports clearly show that the number of VDT-related health problems goes up with the operation time and the extent to which the operator's output is monitored by the computer itself.

What is a VDT?

A visual display unit or VDT has two major components — a display screen, usually a cathode ray tube (CRT) similar to that used in a television set, and an input device, often a keyboard similar to a typewriter. Recent developments have brought newer and possibly safer methods of display using liquid crystal, gas discharge and other systems. Hence the term *visual display terminal* should replace the former term *video display terminal* which is implicitly allied with cathode ray technology. The more accurate terminology should eliminate unwarranted health worries, particularly fear of X-rays in the newer sets.

Although the input device for most VDTs is a keyboard, this format may soon be supplanted by newer and more innovative means of interacting with the terminal — touch-sensitive screens, for example.

The impact of these technological changes is only just becoming clear and is likely to be as great, if not greater than those experienced with the industrial revolution.

VDTs bring social upheaval as well as technological changes

It is simplistic to view the impact of VDTs in isolation from the concomitant social turmoil. To regard VDTs as posing a mere "radiation risk", or to view the muscle aches as being purely a matter of bad work-station

design is to beg the question. Such an approach only reinforces the false idea that solutions depend on a "technical fix" such as wearing lead aprons or providing better chairs.

This attitude can only bring partial solutions to far deeper problems. It does not touch upon the widespread apprehension of VDT operators about their ability to handle the new technology, nor their natural anxiety about job loss and de-skilling.

Such worries are inevitable in the face of escalating rumours that 50 percent of clerical jobs — mainly those held by women — are likely to be redundant within ten years and that some now find their output measured to the last keystroke by "big brother" in the computer. Small wonder that some workers are reluctant to take a break, chat to a colleague, or even go to the washroom for fear of falling below the expected standard. It's not without reason that computer manufacturers call their products "user-friendly".

What VDT operators complain of

The main complaints group under various headings: musculo-skeletal; eye problems; facial rashes; reproductive risks; and last, but far from least, stress and fatigue in meeting the demands of the new machinery.

Muscle aches plague VDT users

Ergonomics — a term scarcely heard of on this continent until recently — is the science that deals with the relationship between the worker and his or her working environment. Muscular aches and pains are a real occupational hazard in VDT work, mostly due to poor furniture design and bad workplace lay-out.

A major problem in using VDTs arises because operators no longer need to move around — to search through files, find an eraser or get new paper. The new system eliminates the opportunity to squirm, wiggle and stretch the body — movements that are essential to maintain muscle tone and good posture. Long periods of sitting are not good for us. Sitting still for hours in a restricted position strains the back, neck and shoulders, slows blood circulation in the legs and generally slackens muscle tone.

Further ergonomic ailments come from the incredibly fast action of VDT keyboards. Rapid-fire action of the fingers on the keyboard, if continued for hours without a pause, may inflame parts of the hand or wrist. Pressure on nerves in the wrist may produce pain and tingling of the fingers. Placing keyboards at the correct angle and padded wrist supports may help reduce these complaints.

Since 1975 about 40 studies of the ergonomic problems associated with VDT operators have been carried out. Twelve were Canadian. The results of the Canadian studies concur with others about the general type of complaint recorded.

One of the largest Canadian studies, conducted by the Canadian Labour Congress (CLC) in 1982, involved 2,300 respondents including 558 control subjects who did not use VDTs. Muscle aches and pains, particularly of the upper back, neck and shoulders were significantly more common in VDT operators than in control subjects. Muscle aches were found to be far greater in those working more than four hours a day on terminals compared with those working less than four hours at the VDT.

Designs flaws are a major drawback

Various corrective steps may cut down ergonomic problems due to badly placed equipment and faulty workplace design. Although immobility is a key factor in musculo-skeletal complaints, a poorly designed and ill-organized working environment contributes as much.

Since VDT operators differ in size and shape, seats should be fully adjustable in height and tilt, well made, comfortably padded and designed to support the lower back. Flexibility should be an important consideration in VDT workstations.

The holder for the documents should be fully adjustable. Keyboards are best detachable and separated from the viewing screen so that they can be placed in any desired position. The viewing screen should also be adjustable.

Frequent breaks are vital, not only to move the muscles but also to reduce boredom and fatigue and to allow social interaction. Studies suggest that even if 5 to 10 percent of the VDT working time is spent in rest periods there is no drop in productivity. On the contrary, frequent breaks raise working efficiency.

Many experts further suggest that the rest period should be spent on some other, meaningful and constructive task, rather than just pausing for a rest from the VDT. Pauses are best negotiated individually rather than by an overall rule. However, a break every two hours is now the suggested norm.

Eye problems are common

All VDT studies agree that eye discomforts are more prevalent among VDT operators than among those doing less visually strenuous jobs.

About half the VDT operators report some kind of eye ailment, with frequent complaints of burning, itchiness, eye-irritation, blurred vision, tearing, fatigue and aching eyes that feel as if they were "gritty".

One reason for this interminable list of eye problems comes from the visually taxing nature of VDT work which may bring to attention a previously unrecognized eye-focusing problem. (About 20 to 30 percent of the general population have uncorrected or misdiagnosed eye-focusing or refractive problems, regardless of whether or not they use VDTs.)

Other reasons for eye complaints are poor workplace design, improperly placed machines, faulty illumination resulting in too glaring or dim a screen, insufficiently legible manuscripts and working eyes to the point of strain.

Well-thought-out lighting can improve VDT work. Screen brightness and correct contrast between the characters and background are crucial. The screen should not flicker; it should be sharp, without blurred edges. A brightness control knob should be present.

Bi-focals may cause problems because operators are forced into uncomfortable neck positions.

Unlike experienced copy-typists, VDT users must continually glance from source document up to the screen and down to the keyboard. All three should be in the same plane of focus to reduce the need for continual changes of the eye's lens. Regular eye tests are a wise precaution.

Cataracts are no real concern

Headlines that radiation leaks from VDTs might increase the danger of cataracts raised alarm in 1977 when two young VDT workers at a New York newspaper developed cataracts.

This led to a series of studies in the United States, Britain and Canada. Since these are long-term follow-up studies, we only have interim reports, but they suggest that no cataract formation is attributable to VDT use.

In the CLC study of people under 45 years of age, the expected cataract rate was one percent (based on rates for that age in the general population). The observed rate for VDT operators was 1.1 percent compared to 0.9 percent for non-users. For people aged over 45 years the expected rate was four percent and the observed rate was 3.6 percent for VDT operators. At this time there is absolutely no evidence that cataracts are more prevalent in VDT operators than in non-VDT-users.

Facial rashes occur in some VDT users.

Itchy face rashes in VDT operators were first recorded in Norway during 1980. They were worse and more prevalent in dry, cold weather.

The suspicion that these rashes might be due to static electricity from VDTs (owing to large potential differences between the screen and the operator's face) was supported by the fact that the rash disappeared when the static charge was minimized.

Humidifying offices to a level of 50 percent relative humidity and installing anti-static carpeting halted the face rashes.

Coping with the bad press on pregnancies

Fears that VDTs may harm the fetus arose from recognition of the fact that the cathode ray tubes, used until recently in almost all VDTs, can be a potential source of X-rays.

In sufficient quantity, X-rays can damage unborn babies. Concern escalated with media reports of birth abnormalities in babies born to VDT operators.

About 12 such clusters of abnormal births have been reported, but only two have undergone rigorous analysis. In both of these cases, there was a significant increase in abnormal pregnancies among VDT workers including more miscarriages, prematurity and malformations. But in none was there any proven link to the use of the VDTs.

There are all too many pitfalls in interpreting anecdotal data. One is the fact that only abnormal events get attention. VDT operators with perfectly normal pregnancies remain unnoticed.

The CLC study found that both the miscarriage and malformation rates for VDT operators were well within the expected general range. Further, the abnormal pregnancy clusters were all in North America, despite the widespread use of VDTs in Europe and elsewhere.

Despite the evidence that VDTs emit no harmful radiation, and cannot damage the fetus, some suggest that the effect on pregnancy — if any — could arise indirectly from the stress of working with VDTs, coupled with anxiety about media reports. Such a worry could, in turn, lead to an increased use of drugs such as tranquilizers, alcohol and cigarettes, all of which can produce birth defects. More studies are under way to clarify the issue.

To allay anxiety, a Canadian task force on microelectronics of the Institute for Research on Public Policy recommends that employers offer pregnant women alternative work away from VDTs.

No ionizing radiation health hazards

Repeated measurements of ionizing radiation from VDTs show that any leakage is well below present standards for occupational exposure.

A Health & Welfare Canada report on VDTs (June 1983) says that in none of 227 sets studied were X-ray emissions above background levels. No microwave radiation could be detected. The Minister of Health assures all VDT operators that they are *not* exposed to a radiation health hazard.

The emission of X-rays is a "non-problem" giving no grounds for concern.

Very low levels of non-ionizing radiation have been measured at the back of *some* VDTs, but no human health hazards are known to occur at these levels and frequencies.

Stress is a big factor among microchip workers

Stress is an underlying feature affecting many people who first undertake computer work. And emotional pressure may well be the real reason for job dissatisfaction, ill health and absenteeism.

The CLC study found that VDT operators complained more often than non-microchip workers about typical stress symptoms such as tiredness, irritability, headaches, appetite-loss, drowsiness and dizzy spells. In part the tension stems from being watched over and monitored, with every mistake or lapse recorded.

Stress also comes from lack of forethought and planning. Office automation cannot simply be imposed on the old regime. It needs a new mind set, unique design and recognition of a possible resistance, even hostility to the new technology.

Computerization often reinforces the feeling of powerlessness and a lack of identity — particularly in women who are largely socialized to be afraid of math and science, and to consider themselves unable to master complex machinery. The feeling of alienation and of being a "meaningless cog" in a vast automated system may be increased by the abrupt introduction of VDTs.

Easing your way into the information era

The transition can be made easier by proper planning of the person-machine interface. Whenever possible, VDT operators might be given a hand in designing and planning their new electronic workplace, which could help to make the most of human capabilities and cut down problems.

Experts offer a host of useful tips both to employers and employees for the change-over: take part in a good retraining program; realize that no one need be a math genius to control a VDT; plan flexibility into workplace design; encourage initiative; allow for frequent rest intervals; establish a pregnancy policy *before* fears arise; avoid the use of keystroke counters aimed to reveal poor performance; have a working atmosphere with lots of human interaction rather than a cold, machine-dominated environment. And, above all, get to know and enjoy your VDT!

Thinking of buying a home computer?

If you are about to purchase your own machine, remember that besides the dilemma of which type to get you should also consider where and how to install it. The same principles that apply to office VDTs also hold for home computers, with some extra considerations. Some home computers

and video games use an ordinary TV screen as the display unit. Since older TV models may not meet modern safety standards it may be prudent to get an expert's advice on its use. Plan the workspace wisely and be sensible in using it. Wise planning may help to avoid some of the ergonomic, psychological and eye-strain problems mentioned above.

Official Statements on VDT Safety

A number of government bodies and business organizations have analyzed and reported on VDT safety. For example:

• *Ontario Ministry of Labour, Radiation Protection Service, Special Studies & Services Branch, October 1983*
"The Radiation Protection Service has conducted radiation emission measurement on hundreds of VDTs and has never found any to produce emissions of any significance... As a result of those findings, tests done at other establishments and the results reported by other responsible organizations in Canada, and the US and abroad, the Radiation Protection Service has concluded that VDTs do not emit hazardous levels of radiation in any part of the electromagnetic spectrum. It has been demonstrated from hundreds of measurements that any emissions are insignificant when compared to exposure standards and guidelines."

• *US National Institute for Occupational Safety & Health (NIOSH), July 1979*

"It is readily apparent that the radiation levels are far below current standards, and in most cases, were not detectable... Based on the radiation survey data from this investigation and previous NIOSH investigations, it can be concluded that the VDT does not present a radiation hazard to employees working at or near a terminal... routine surveys of video display terminals are not warranted."

• *Labour Canada Task Force: "In the Chips" (Report of the Labour Canada Task Force on Micro-Electronics and Employment) 1982*

"Extensive research has attempted to measure radiation levels emitted by VDTs. Reported results have mainly stated that measured radiation emissions from VDTs have been so low as to be negligible. Others have stated that there is more natural radiation in the environment in general than that emitted from VDTs. Health & Welfare Canada tested over 300 VDTs with their regulation instruments capable of measuring very low frequency radiation. It, too, concluded that there is no danger of radiation from VDTs."

• *City of Toronto Department of Health, Health Advocacy Unit — "Health Effects of VDTs, Part I — Radiation Issues", July 1980*

"Based on literally hundreds of tests of all different levels and makes, it can be concluded that VDTs do not emit measurable levels of ionizing radiation, and only emit such low levels of non-ionizing radiation that both should be considered inconsequential to the health of a VDT operator and her baby."

• *Canadian Medical Association Journal, September 1981*

"The adverse publicity and unsupported claims have led to much unnecessary concern, particularly among women, that VDTs could be detrimental to the health of an operator and, in the case of a pregnant woman, her fetus... There is no evidence that at the detected levels the non-ionizing radiation emitted from the VDTs can produce biological effects or pose any hazard to health... The best advice a physician can give a patient about VDTs is that they are no more dangerous than the monochrome television sets found in homes and that they carry no radiation hazard." (Dr. E.G. Letourneau)

• *Canadian Business Equipment Manufacturers Association, 1983*

"There has been a good deal of speculation about the possibility that VDTs emit harmful radiation. Quite simply, this isn't supported by the facts. Extensive testing by government agencies around the world has conclusively demonstrated that they don't emit dangerous radiation... In fact, VDTs emit less radiation than many household gadgets — television sets, fluorescent lights and baseboard heaters, among others."

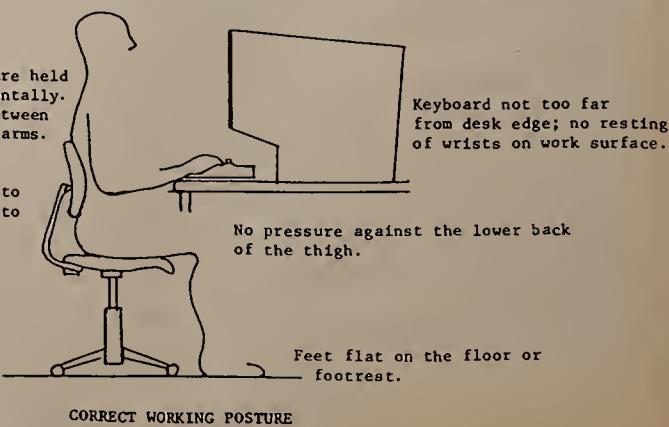
Guidelines for the Use of Visual Display Terminals

In 1984 the Office of Occupational Health & Safety drafted "Guidelines for the Use of Visual Display Terminals" addressing the health and ergonomic concerns of VDT users. The guidelines provide an overview of the ergonomic aspects of VDT use — equipment and workplace design, including such factors as lighting, workstations and keyboard and screen. Health concerns of the VDT operator, such as radiation, and physical, visual and psychological discomfort are also discussed. Appendices provide information on correct working posture and exercises for the operator. The guidelines are being reprinted in the Manual of Staff Policies.

Some of the most common problems associated with VDT use are glare, lighting, and equipment, and these aspects should be considered when looking at the design of the workplace. If you are using VDT equipment and are experiencing discomfort, there may be postural problems which could be alleviated by the acquisition of a chair which meets the ergonomic requirements as set out in the Guidelines. If you are intending to purchase new equipment, make sure that the models you choose conform to these requirements. These are three of the chairs which are presently being recommended by the Purchasing Department for VDT use: the 6750-0A, Nightingale Industries Ltd., the 673A, by Office Specialty, and the 5792A, manufactured by Harter. The Purchasing Department can also be consulted for assistance and information on other suitable equipment.

The Office of Occupational Health & Safety is also available to advise staff on ergonomic factors, and other health considerations, to ensure that guidelines established by regulatory bodies will be met.

Head not excessively bent over (approximately 20° below the horizontal):— Slight downward tilt in accordance with the natural curvature of the spine.



CORRECT WORKING POSTURE

Presidential offices move to first floor of Simcoe Hall

There have been some changes at Simcoe Hall — not in administrators, but in the location of their offices, including the Office of the President.

Plans to rearrange the administration headquarters have been in existence since the days of former President James Ham, says Assistant Vice-President (Planning) Dan Lang, who supervised the shuffle, but the relocation of the large ground floor student awards office to the Koffler Student Services Centre has made the action viable.

Twelve offices and an open reception area are now in the student awards space. President George Connell, with his secretary and receptionist, has claimed a suite of four rooms adjacent to the Governing Council Secretariat offices at the north end of the building. The balance goes to Lang and his staff, the Status of Women Office and the Ceremonials Office, all of which report directly to the president and share a central secretariat.

Also on the ground floor, sharing the same office, are Vice-President (Research) David Nowlan and Vice-President (Institutional Relations) David Cameron. Their proximity is due to the similar contacts and concerns of the two portfolios, said Lang.

On the second floor, what has been the president's suite since the con-

struction of Simcoe Hall in 1924 will become two formal meeting rooms, one for "high profile" gatherings and receptions and one for the provost.

"None of the presidents I have worked for has felt the [original] arrangement was particularly efficient," said Lang. "They all wanted to be closer to the vice-presidents."

As for the break with tradition, Lang said alterations to the inner sanctum of the president's office will be confined to the addition of furniture. A future president could even choose to return to it without causing undue upheaval.

Business affairs and the provostial offices remain on the second floor, with some changes. Nowlan's old office now houses the provost, and the executive assistants to the vice-provosts, formerly out of sight in the basement, are reunited with their chiefs.

Minor renovations to the south end of the basement has made life more comfortable for the Office of International Cooperation, and two occupational health and safety officers from 215 Huron St. have moved into the Office of Occupational Health & Safety. Most of the basement, however, remains unaltered.

"We didn't get as much money for the project as we hoped," explained

Lang. "So we only did what we could afford to do."

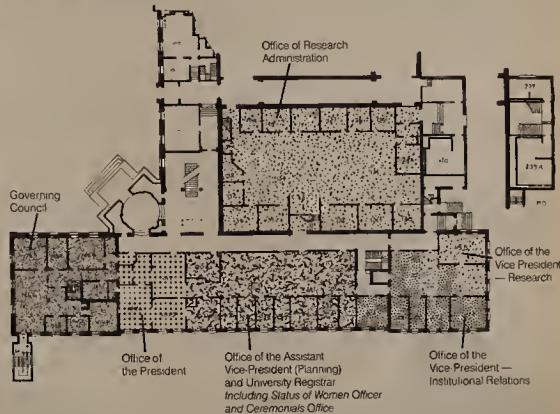
Physical Plant has not prepared a statement on the final cost of the alterations, but Lang said he does not expect the tag to exceed by more than 10 percent the \$225,000 the University will receive from the provincial government for the project. The University's capital grant application was for \$450,000.

The inefficiency of the former Simcoe Hall layout necessitated the expenditure, said Lang, some of whose own

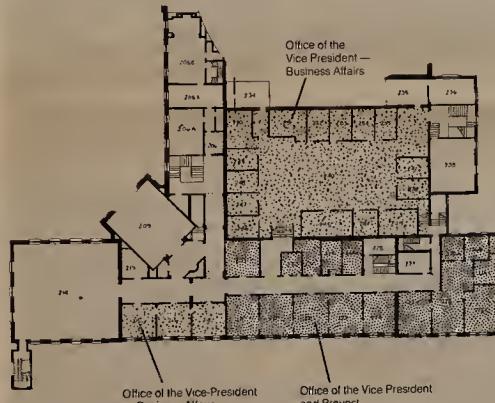
staff had been located away from his former office.

Also, the long-countertop design of the old Student Awards office was not suitable for any other administrative function.

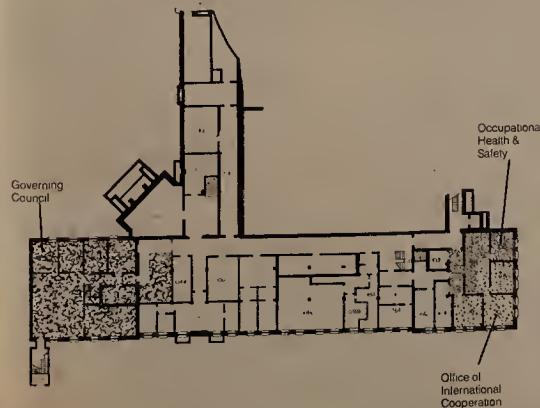
I don't think we could have left that space sitting there," said Lang, "without making some improvements in it, whether they were for the president, vice-presidents or some other occupant."



President's suite is next to Governing Council Secretariat offices.



Provost and vice provosts have expanded quarters on second floor.



Basement of Simcoe Hall has undergone minor renovations.

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The minimum hardware required is an IBM PC/XT, IBM PC/AT or compatible with at least 10MB hard disk and 512K RAM. Base SAS and SAS/STAT occupy between 4 and 5 MB of the hard disk. SAS Institute strongly recommends 640K RAM and the installation of a math coprocessor chip (to improve performance). SAS Institute only supports the product under PC/DOS. MS/DOS will probably be adequate, but there are no guarantees.

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Books

November

The Growth of Minds and Cultures: A Unified Theory of the Structure of Human Experience, by Willem H. Vanderburg (U of T Press; 352 pages; \$27.50). To understand the impact of technology on the way humans relate to each other and their experiences, Vanderburg develops a level of analysis that goes beyond the traditional approaches to studying the connections between science, technology and society. Children's intellectual growth and its relationship to culture are examined in this first volume of a planned trilogy.

The Myth of Women's Masochism, by Paula J. Caplan (E.P. Dutton; 256 pages; \$25.50). The author discusses the impact of this Freudian theory on women in every aspect of their lives — as mothers, daughters, wives, lovers, workers, psychotherapy patients and victims of violence. In all of these roles, she writes, women have been unjustly accused of causing — even relishing — their own unhappiness. In describing women as masochistic, such feminine traits as nurturing, patience

and self-denial are mistakenly seen as pathological. Caplan's study challenges traditional psychiatric and societal attitudes toward women.

Postponed Parenthood, by Benjamin Schlesinger* and Shirley T. Gibon (Social Patterns in Canada Series; U of T Guidance Centre; 85 pages; \$4.50 paper). The book discusses the impact of postponed parenthood on those who will marry in the next decade or who have family members who are becoming childbearing couples. Some of the medical aspects of delayed parenting are also dealt with.

October

Northrop Frye: A Vision of the New World, by David Cook (New World Perspectives; 122 pages; \$7.95 paper). The perspective adopted in this study is not traditional in the respect that it does not deal with Frye's works from the vantage point of the literary critic. The concern here is with Frye as a social critic and, in particular, with Frye's defence of liberalism and his critique of technology.



Reviving Main Street points out the loss of awnings, independent signs and sidewalk displays from Hamilton's modern main streets.

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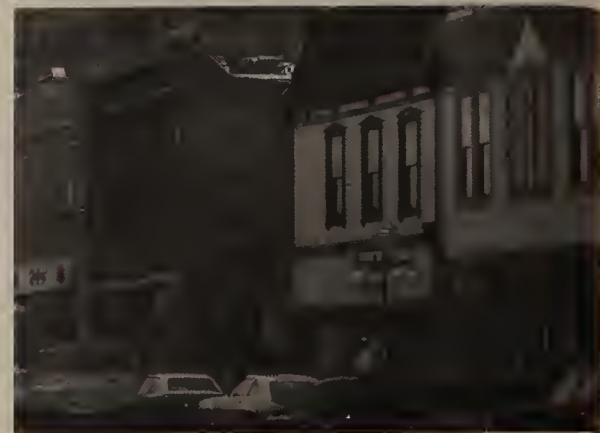
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A pilot project of the Heritage Canada Foundation restored the main street of Nelson, B.C.

What's Bred in the Bone, by Robertson Davies (Macmillan of Canada; 448 pages; \$22.95). Characters ranging from Soho prostitutes to Bavarian countesses fill the pages of this novel, an account of the life of Canadian-born Francis Cornish, an eccentric, internationally-known art expert and collector.

Science Education in Canada: Policies, Practices and Perceptions, by F. Michael Connolly*, Robert K. Crocker and Heidi Kass (OISE Press; 500 pages; \$26.50). A study based on a nation-wide analysis of elementary through post-secondary undergraduate Canadian science curriculum, teaching and education, presenting both a historical and current framework within which science education may be understood. Topics include the history of science and science education and its aims; an analysis of curriculum content and development across Canada; student assessment practices and the professional education of science teachers.

Courtship in Canada: The New Frontier, by Lili and Mario Bartolletti; general editor, Benjamin Schlesinger* (Social Problems in Canada Series; U of T Guidance Centre; 48 pages; \$4.50 paper). The authors write of marriage's unlimited potential for individual growth and shared experience, and endeavour to show how necessary preparation, on-going commitment by both partners and effective communication can prevent disillusionment.

Catching Up

July
Reviving Main Street, edited by Deryck Holdsworth (The Heritage Canada Foundation/U of T Press; 265 pages; \$12.95 paper, \$25 cloth). For more than one-third of Canadians —

those who live in communities of under 50,000 — Main Street is the physical, commercial and social heart of their town. Suburban sprawl and other developments have gradually siphoned off vitality from these town centres. The book explains how the Heritage Canada Foundation assisted seven Canadian communities to restore their downtowns to their traditional place.

June
Canada and the World: An Atlas Resource, by Geoffrey J. Matthews* and Robert Morrow, Jr. (Prentice Hall Canada; 201 pages; \$29.95). The authors' premise is that the zones created by nature — not the political borders — are much more valid geographic units. Instead of a nation of 10 provinces and two territories, the atlas presents readers with six new geographic zones, each zone unique in climate, terrain, economy and history. Canada's political evolution, immigration by year and country, and Canada's earthquake seismic zones are a small sample of other information given in this atlas.

U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

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Events

Lectures

The Historical Background to the Present Crisis in Central America.

Monday, November 25
Prof. Ralph Lee Woodward, Tulane University, Upper Library, Massey College. 10 a.m. (Latin American Studies Committee, CIS)

Uganda: The Political Community that Never Developed.

Monday, November 25
Abdul Kisozi, formerly University of Khartoum and Makerere University, 2053 New College, 40 Willocks St. 12 noon. (African Studies Committee, CIS)

Empiricism and Verbal Error.

Tuesday, November 26
Prof. Rocky Jacobsen, Wilfrid Laurier University, Croft Chapter House, University College. 4 p.m. (Philosophy)

The Supreme Court of Canada: Before and After the Charter.

Tuesday, November 26 and Wednesday, November 27
Hon. Madame Justice Bertha Wilson, Supreme Court of Canada; D.B. Goodman memorial lectures. Moot Court, Faculty of Law. 4 p.m.

Priorities and Obstacles in Brazilian Social Development.

Tuesday, November 26
Prof. A. O. Cintra, National Centre for Human Resources, Brasilia, Upper Library, Massey College. 5.30 p.m. (History)

On Varieties of Memory and Consciousness.

Wednesday, November 27

University Prof. Endel Tulving, Department of Psychology, George Ignatief Theatre, Trinity College, Devonshire Place. 4.15 p.m.

Pausanias: An Ancient Traveller in Southern Greece.

Wednesday, November 27
Prof. Frederick Winter, Department of Fine Art, and Joan Winter, Lecture room, McLaughlin Planetarium.

4.30 p.m.

(Archaeological Institute of America, Toronto Society)

Science for Peace International Network: SPIN.

Wednesday, November 27

Prof. Eric Fawcett, Department of Physics, 179 University College. 5.15 to 7 p.m.

(Science for Peace)

Recent Archaeological Finds in an Ancient Syrian City: New Light on Historical Documents from Ebla.

Wednesday, November 27
Prof. Giovanni Pettinato, University of Rome, 3154 Medical Sciences Building. 8 p.m. (Society for Mesopotamian Studies)

Canadian Perspectives.

Recent Exploration of the Coral Reef Interior: Bonaire, Dutch West Indies.

Thursday, November 28
Prof. David Kohluk, Earth & Planetary Sciences, Erindale College; last in series of nine. Council Chamber, South Building, Erindale College. 10 a.m. to 12 noon.

Information and tickets: Maryann Wells, 828-5214. (UTAA Senior Alumni, Associates of Erindale and Meadowvale Seniors)

The Roots of Modern Sikhism.

Thursday, November 28
Prof. G.N. Barrier, University of Missouri, Columbia. Upper Library, Massey College. 4 p.m. (South Asian Studies)

Creative Grantsmanship.

Thursday, November 28
Profs. C.K. Govind, Life Sciences, Scarborough College, and Donald McQueen, York University, 2052 South Building, Erindale College. 5.10 p.m. (Biology, Erindale)

Degas and Normandy.

Thursday, November 28
Jean Sutherland Boggs, Ottawa; Peter H. Brierger memorial lecture. 140 University College. 5.30 p.m. (Fine Art)

Piero della Francesca's Resurrection: A New Look.

Thursday, November 28
Prof. Thomas Martone, Department of Fine Art, Alumni Hall, Victoria College. 8 p.m. (Renaissance & Reformation Colloquium)

Scepticism.

Thursday, November 28
Prof. Crispin Wright, University of St. Andrews, visiting Princeton University. 1069 Sidney Smith Hall. 8 p.m. Please note change in time and location. (Philosophy)

The Dialectic of Belief and Vision.

Tuesday, December 3
Prof. Northrop Frye, Department of English. Convocation Hall. 8 p.m. Admission \$10 at door. (Continuing Studies)

Defending Europe: Options for Security.

Wednesday, December 4
Prof. Derek Paul, Department of Physics, 179 University College. 5.15 to 7 p.m. (Science for Peace)

Royal Canadian Institute. Data Proliferation and the Statistical Revolution.

Wednesday, December 1
Prof. David F. Andrews, Department of Statistics.

Manufacturing and Computer-Integrated Engineering (CAD/CAM).

Sunday, December 8
Prof. Ronald D. Venter, Department of Mechanical Engineering, Auditorium, Medical Sciences Building. 3 p.m.

Two Marys and a Virginia.

Monday, December 2
Prof. Ruth Roach Pierson, Ontario Institute for Studies in Education; Popular Feminism lecture and discussion series. 3-311 Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.

(Centre for Women's Studies in Education, OISE)

Is There One True Religion?

Wednesday, December 4
Prof. Hans Kung, University of Tübingen, visiting Religious Studies Meeting Place, Scarborough College. 8 p.m.

Tickets free but required. Information and reservations: 284-3243.

The Nature of Light and Light in Nature.

Thursday, December 5
Prof. John Sipe, Department of Physics, Erindale College. 2082 South Building. 12 noon.

Women and Depression.

Thursday, December 5
Dr. Susan Penfold, University of British Columbia and Simon Fraser University; Rosenthal lecture series. 3163 Medical Sciences Building. 4 p.m. (Behavioural Science)

Law and Liberalism.

Thursday, December 5
Prof. Jennifer Nedelsky, Princeton University, Senior Common Room, Sir Daniel Wilson Residence. 4 p.m. (Philosophy)

Where Is Christianity Going?

Monday, December 9
Prof. Hans Kung, University of Tübingen, visiting Religious Studies Convocation Hall. 5 p.m. (Continuing Studies)

Videotex in Retrospect.

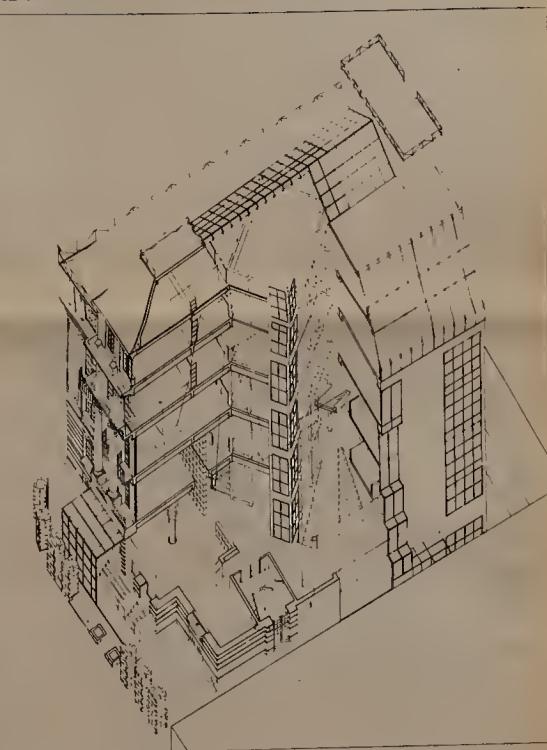
Tuesday, December 10
Douglas F. Parkhill, International Council for Computer Communications; brown bag lunch lecture. 7th floor staff lounge, Claude T. Bissell Building, 140 St. George St. 12 noon to 1.30 p.m. (U of T/U of W Cooperative on Information Technology)

The Theological Enemies of Religious Studies.

Tuesday, December 10
Prof. Jacob Neusner, Brown University, Convocation Hall. 8 p.m. Admission \$10 at door. (Continuing Studies)

Can We Reconstruct the Tower of Babel?

Wednesday, December 11
Andrew Blackwell, Centre for Continuous Learning, Venezuela. 179 University College. 5.15 to 7 p.m. (Science for Peace)



German Film Museum, Frankfurt, from exhibition, Frankfurt; New Buildings in a Historic Context, at the Faculty of Architecture & Landscape Architecture. See Exhibitions for details.

Colloquia

Ballooning for the Cosmic Background Radiation.

Wednesday, November 27
Prof. Tom Timusk, McMaster University. 137 McLean Physical Laboratories. 3.10 p.m. (Astronomy)

Christianity between East and West.

Friday, November 29
Prof. Eric Sharpe, University of Sydney, Centre for Religious Studies lounge, 14-352 Robarts Library. 1 p.m. (Centre for Religious Studies)

Quantum Hall Effect.

Thursday, December 5
Prof. D. Tsui, Princeton University. 102 McLean Physical Laboratories. 4 p.m. (Physics)

Optical Observations of IRAF-Selected Active Galaxies.

Wednesday, December 11
Prof. Michael de Robertis, York University. 137 McLean Physical Laboratories. 3.10 p.m. (Astronomy)

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Events

Seminars

Economic Policy: How to Get the Economy Moving Again?

Labour Market Policy and Economic Growth

Monday, November 25

David Dodge, Department of Finance.
Public policy workshops.
3050 Sidney Smith Hall, 4 to 6 p.m.
(Political Science)

Cultural Barriers and News Coverage.

Monday, November 25
Prof. Jerzy Wojciechowski, University of Ottawa; What's News seminar series. Coach House, 39A Queen's Park Cresc. E. 7:30 p.m. (McLuhan Program)

Soviet Intelligence and West-East Technology Transfer.

Tuesday, November 26
Prof. Thane Gustafson, Georgetown University. Upper Library, Massey College, 12:30 p.m.
(European Studies Committee, CIS and Russian & East European Studies)

Neuropeptides: Multiple Regulatory Mechanisms and Their Roles in Mediating Simple Behaviour.

Wednesday, November 27
Dr. R. Scheller, Stanford University; Molecular Genetics in Neurobiology lecture series. 18th floor,

Research Wing, Mt. Sinai Hospital, 5 p.m.
(Medical Genetics, Faculty of Medicine, HSC Research Institute and Mt. Sinai Research Institute)

Dilemmas and Problems of the New Republic in Brazil.

Wednesday, November 27

Prof. A. O. Cintra, National Centre for Human Resources, Brasilia. Croft Chapter House, University College, 7:30 p.m. (History)

Complement Activation of Interfaces and Its Relation to Atrial Graft Potency.

Thursday, November 28

Prof. Charles A. Ward, Department of Mechanical Engineering, 412 Rosebrugh Building, 1 p.m.
(Biomedical Engineering)

The Labour and Nationality Question in Soviet Central Asia.

Thursday, November 28

Nancy Lubin, Office of Technology Assessment, US Congress. Adams Room, St. Hilda's College, 4 p.m.
(Middle East Studies Committee, CIS and Russian & East European Studies)

The Development of Urban Planning in the 20th Century.

Friday, November 29

Prof. James T. Lemon, Department of Geography; Urban Centre brown bag series, Room 204, 455 Spadina Ave, 12:15 p.m.
(Urban & Community Studies)

An Introduction to the Bibliography of the Renaissance Printed Book.

Early Libraries and Present-day Collections.

Friday, November 29

W.W. Barker, Centre for Reformation & Renaissance Studies; last in series of six. 315 Pratt Library, Victoria College, 2 to 4 p.m.
Information and pre-registration: 978-3929.

The Effect of the Athenian Empire on Currency Circulation in Light of Recent Coin-Hoard Evidence.

Friday, November 29

Jonathan Kagan, Lazar Frères & Co., New York. 3 p.m.
University College, 3 p.m. (Classics)

Economic Policy: The Distribution of Growth and the Increment of Growth.

Growth and Regional Economic Policy.

Monday, December 2

Jean Edmunds, formerly Department of Regional Economic Expansion; public policy workshops. 3050 Sidney Smith Hall, 4 to 6 p.m.
(Political Science)

The Phosphorylation of Myosin.

Monday, December 2

Prof. M. Housten, University of Waterloo. 330 Benson Building, 4 p.m.
(P&HE)

Oriental Writing Systems and Reading.

Monday, December 2

Prof. Inskip Taylor, Division of Life Sciences, Scarborough College; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7:30 p.m.
(McLuhan Program)

Demographic Aging in Canada's Welfare State.

Tuesday, December 3

Prof. Susan McDaniel, University of Waterloo. Dean's conference room, Medical Sciences Building, 3 to 5 p.m.
(Cerontology)

Children's Understanding of Promising.

Wednesday, December 4

Janet Astington, McLuhan Program in Culture & Technology; Cognitive Science series. Coach House, 39A Queen's Park Cresc. E. 4 p.m.
(McLuhan Program)

The Poem as RAM.

Thursday, December 5

Prof. Hugh Kenner, Johns Hopkins University, visiting Centre for Comparative Literature; Communication in Art series. Coach House, 39A Queen's Park Cresc. E. 7:30 p.m.
(McLuhan Program)

What's in a Name? The Blackening of Herod in Medieval Drama.

Friday, December 6

Prof. Miriam Skey, visiting Centre for Reformation & Renaissance Studies. Front common room, UC Union, 79 St. George St. 12 noon.
(REED and PLS)

Legal Theory Workshop Series.

The Charter of Rights and Democracy: A Theory of Judicial Review.

Friday, December 6

Prof. Patrick McNaughan, Osgoode Hall Law School. Solarium, Falconer Hall. 1:10 to 2:45 p.m.
Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.
(McLuhan Program)

Law and Economics Workshop Series.

Mergers and Taxation.

Wednesday, December 11

Prof. Ronald Gilson, Stanford University Law School. Solarium, Falconer Hall. 12 noon to 1:45 p.m.
Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

The Gene for the Small Subunit of RUBISCO is Chloroplast DNA Encoded in the Chromophyte Alga, Oligothidiscus lutea.

Implications for Chloroplast Evolution.

Friday, December 13

Prof. Michael Reith, Department of Botany. Room 7, Botany Building. 3:30 p.m.

Story-telling.

Monday, December 16

Documentary film by Prof. Kay Armistead, Film Studies Program; Communications in Art series. Coach House, 39A Queen's Park Cresc. E. 7:30 p.m.
(McLuhan Program)

Governing Council & Committees

Admissions, Curriculum & Standards Subcommittee.

Wednesday, November 27

Please note: meeting cancelled.

Committee on Campus & Community Affairs.

Tuesday, December 3

Council Chamber, Simcoe Hall, 4 p.m.

Research & Academic Services Subcommittee.

Wednesday, December 4

Board Room, Simcoe Hall, 4 p.m.

Planning & Resources Committee.

Monday, December 9

Council Chamber, Simcoe Hall, 4 p.m.

Business Affairs Committee.

Wednesday, December 11

Council Chamber, Simcoe Hall, 4 p.m.

Academic Affairs Committee.

Thursday, December 12

Council Chamber, Simcoe Hall, 4 p.m.

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Events

Meetings & Conferences

Editions of Euclid.
Thursday, November 28
 Prof. Em. Stillman Drake,
 Institute for the History &
 Philosophy of Science &
 Technology; in connection
 with acquisition of two rare
 Euclid titles. Thomas Fisher
 Rare Book Library. 8 p.m.
Information: Elinor Fillion,
 973-2282.
 (Friends of the Thomas
 Fisher Rare Book Library)

The Indian Political System.

Friday, November 29
 Symposium on the centenary of the Indian National Congress.
 "Gujarat Anti-reservation Riots of 1985." Prof. John Wood, University of British Columbia.
 "Sikh Politics and Contemporary Punjab." Prof. Norman Barrier, University of Missouri.
 "India's Electoral System as a Determinant of Its Party System." Prof. Arthur Rubinoff, Department of Political Science.
 2090A Sidney Smith Hall. 2 p.m.
 (South Asian Studies)

Culture and Technology: Images of a Pre-Industrial World.

St. Andrew's Scottish Festival.

Friday, November 29
 "Culture and Technology: The Western Islands of Scotland through the Eyes of the Photographer", Guy Wylie, photographer. 4 p.m.
 Celtic Musical Evening. 7.30 p.m.

Saturday, November 30
 Folktale and Poetry: "Scots

Gaelic Folktales and Sagas." Prof. John MacInnes, University of Edinburgh; "Some Qualities of Scots Gaelic Poetry," Sorley MacLean, Scots Gaelic poet. 9.15 a.m.
 The Popular Imagination: "The Scots and the English: The Poet as Go-between," Heather Henderson, Centre for Medieval Studies; "Sir Walter Scott and Gaelic Scotland," Ann Dooley, Celtic Studies Program. 11.30 a.m.

Culture and Politics: "R.B. Cunningham Grainger, First President of the National Party of Scotland," Prof. John Walker, Queen's University; "The Scots Irish and the Irish in the Valley of the Black Pig," Padraic Fiacc, poet, Northern Ireland. 2.30 p.m.

Literary Readings: Sorley MacLean and Alastair MacLeod. 8 p.m.

Sunday, December 1
 The Picts and the Scots: "Iona, Sacred Spaces, and Early Scotland," Prof. Charles Doherty, National University of Ireland; "Ancient Stones of the Goddess: Rubbings of Celtic and Pictish Stones from Scotland," Marianna Lines. 9.15 a.m.
 Culture and Destiny: "John Galt and the Canadian Star of Destiny," Prof. Elizabeth Waterston, University of Guelph; "From South Uist to Middlesex, Ontario: The Line of Tradition," Prof. Gordon MacLennan, University of Ottawa. 11.15 a.m.

Films: "Hallaig: Certain Key Poems of Sorley MacLean" and film on the work of Padraic Fiacc. 2.30 p.m.
 (Toronto Semiotic Circle and McLuhan Program)

College, 121 St. Joseph St. Registration fee \$25, members of Celtic Arts Society \$20, students \$10, to Celtic Arts, 81 St. Mary St., Toronto MSS 1J4.
Information: 926-7145.

"The Scots and the English: The Poet as Go-between," Heather Henderson, Centre for Medieval Studies; "Sir Walter Scott and Gaelic Scotland," Ann Dooley, Celtic Studies Program. 11.30 a.m.

The Religions of Ancient Egypt.

Saturday, November 30
 Eleventh annual School of Continuing Studies/Society for the Study of Egyptian Antiquities symposium on Egyptology. Fee \$40.

Information and registration: Continuing Studies, 973-2400.

Semiotics and Sociology: The Production and Allocation of Symbolic Resources. Prof. Raymond Breton, Department of Sociology.

Semiotics of Political Cartoons.

Prof. Ray Morris, York University.

Saturday, November 30
 Meeting of Toronto Semiotic Circle. 205 Northrop Frye Hall, Victoria College. 10 a.m.
 (Toronto Semiotic Circle and McLuhan Program)

Plays and Readings

George Faludy.
Wednesday, November 27
 Reading and lecture. H-408 Scarborough College. 4 p.m.

Robin Skelton.
Wednesday, November 27
 Poet will read his own work and discuss poetry reading, writing and appreciation. S-357 Scarborough College. 8 p.m.

Michael Harris.
Monday, December 2
 Reading by poet and translator. S-357 Scarborough College. 10 a.m.

Alice's Adventures.

Thursday, December 5 and Saturday, December 7
 Adaptation of *Alice in Wonderland* and *Through the Looking Glass* produced by Scarborough drama department with students, faculty, staff and alumni of college. Meeting Place, Scarborough College. Thursday 8 p.m., Saturday 4 p.m. and 8 p.m. Admission \$3.50, children (under 12) and senior citizens \$2, family \$10.
Information and reservations: 284-3243 or 284-3126.

The Fifth of July.
December 10 to 15
 By Lanford Wilson; second of six plays in Graduate Centre for the Study of Drama studio season. Robert Gill Theatre, Koffler Student Services Centre. Tuesday to Saturday 8 p.m.; Sunday 2 p.m.
 Season membership \$24, students and senior citizens \$15. Single tickets \$5, students and senior citizens \$3. *Reservations: Monday to Friday 11 a.m. to 5 p.m., 978-8668; performance box office opens one hour prior to curtain time, 586-7986.*

Concerts

FACULTY OF MUSIC
EDWARD JOHNSON BUILDING

Thursday Noon Series.
Thursday, November 28
 "Music of Jerome Kern on His 100th Anniversary." John Arpin, piano. Walter Hall. 12.10 p.m.

U of T Jazz Ensemble.
Saturday, November 30
 Director Phil Nimmons. MacMillan Auditorium. 8 p.m. Tickets \$5, students and senior citizens \$3.

U of T Concert Band.
Sunday, December 1
 Wayne Jeffrey, conductor. MacMillan Auditorium. 3 p.m. Tickets \$3.

U of T Concert Choir.

Monday, December 2
 Robert Cooper, conductor. Walter Hall. 8 p.m. Tickets \$3.

Information on all events in Edward Johnson Building available from the box office, 978-3744.

ROYAL CONSERVATORY OF MUSIC.

Royal Conservatory Orchestra.

Friday, December 6
 Mitchell Lurie, clarinet, and Georges Janzer, viola.

Friday, December 13
 Raffi Armenian, conductor. Church of the Redeemer.

Bloor and Avenue Rd. 8 p.m. Tickets \$9.50 and \$6.50; students, senior citizens and handicapped \$7 and \$4.50. RCM box office, 978-5470.

Art Gallery Series.
Sunday, December 8
 Boys' Choir of St. James Cathedral, Walker Court, Art Gallery of Ontario. 3 p.m. (Northern Telecom Ltd.)

Information on all Conservatory concerts available from publicity office, 978-3771.

Films

Ich Will Doch Nur, Daß Ihr Mich Liebt.
Thursday, November 28
 Directed by R. W. Fassbinder; with English subtitles. 179 University College. 7.30 p.m. Admission \$2.50. (German Languages & Literatures and Ontario Goethe Society)

Die Macht der Gefühle.
Thursday, December 12
 Directed by Alexander Kluge; English subtitles. 179 University College. 7.30 p.m. Admission \$2.50. (German Languages & Literatures and Ontario Goethe Society)

Village Man, City Man.
Wednesday, December 4
 Room 153, Level A, Audiovisual Library, Sigmund Samuel Library. 12 noon. (South Asian Studies)

MEET JOHN MORTIMER

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PARADISE POSTPONED

John Mortimer's deft touch and sure control of his characters and their story will delight and amuse his readers.

Against a background of England in the last forty years, he turns his not always gentle inquiry into *Paradise Postponed*.

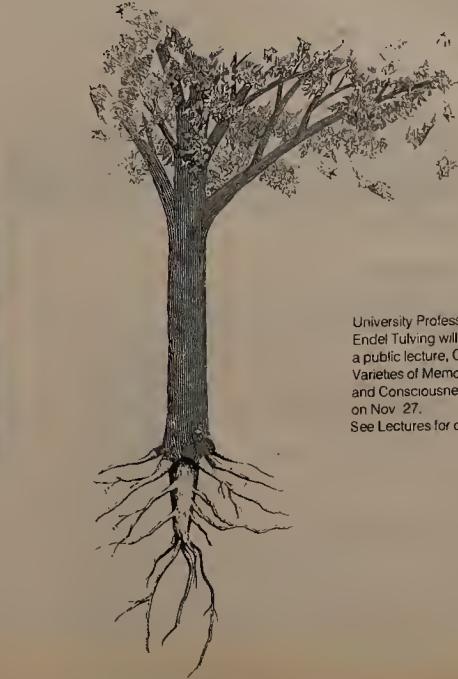
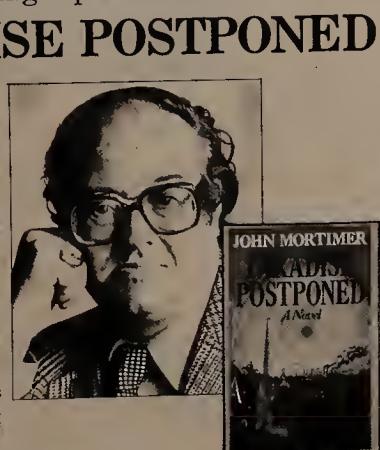
Writing at the height of his powers, the author adds to the stock of our pleasure. He has created characters and events that will live on high in the gallery of English comedy.

Wednesday, November 27th
 12:30 p.m. to 1:30 p.m.

at the



For Event Information Call 586-7907



University Professor Endel Tulving will give a public lecture, On Varieties of Memory and Consciousness, on Nov. 27. See Lectures for details.

Events

Exhibitions

Robarts Library.

To November 27
The Holocaust: Before, During and After, photographic exhibition. Main display area. (Public & Community Relations and Jewish Students Union/B'nai Brith Hillel Foundation)

To December 23

Katedra at V, photographs, books and documents to commemorate the fifth anniversary of establishment of Chair of Ukrainian Studies. South Lobby display case. (Chair of Ukrainian Studies Foundation)

Faculty of Architecture & Landscape Architecture

To November 28
Frankfurt: New Buildings in a Historic Context.

December 4 to January 3
Women, Time and Architecture, life and works of first women to graduate in architecture from U of T. Galleries, 230 College St. Gallery hours: Monday-Friday, 9 a.m. to 5 p.m. except Thursday to 8 p.m.

Thomas Fisher Rare Book Library.

To January 3
Cambridge University Press: Four Hundred Years of Printing, 1584-1984. Hours: Monday-Friday, 9 a.m. to 5 p.m.

A Collective Stroke.

To December 6
Student works from Department of Fine Art. Ground floor, Press Building, 21 King's College Circle. Hours: Tuesday-Friday, 11 a.m. to 5 p.m.

Erindale College.

To December 13
Visual Arts Mississauga, annual juried multi-media show. Gallery hours: Monday-Friday, 11 a.m. to 7 p.m.; Saturday-Sunday, 12 noon to 5 p.m.

Scarborough College.

To December 18
Landon MacKenzie, "Winter 1984" paintings. Gallery hours: Monday to Thursday, 9 a.m. to 7 p.m.; Friday, 9 a.m. to 5 p.m.; Sunday, 2 to 5 p.m.



From The Collective Stroke, the first show organized by Fine Art students on the St. George campus, Nov. 20 to Dec. 6 at 21 King's College Circle (the former Bookroom): The Artist, acrylic on paper, by Catherine Chang (top), and Untitled, conte, charcoal and chalk pastel, by Naomi Boxer.



Miscellany

Regis College Convocation. Monday, November 25
Sister Olga Warneke, Loretto College, will receive Doctor of Divinity, *honoris causa*. Great Hall, Hart House. 8:30 p.m.

It Resolved That Simcoe Hall is Responsible for Overcrowded Classes. Tuesday, November 26
Debate to focus attention on how the University divides up its budget. George Ignatieff Theatre, Trinity College, Devonshire Place. 4 p.m. (Dean's Office, Arts & Science and ASSU)

Faculty of Dentistry Open House.

Saturday, November 30
Demonstrations of latest techniques including prosthodontics, oral pathology, oral surgery and preventive dentistry as well as displays, posters, photographs, video tapes, slides and models. Faculty of Dentistry, 124 Edward St. 1 to 4:30 p.m.

Comet Halley Week.

December 2, 3, 5 and 6
Viewing of comet and brief presentations by faculty on comets and their significance. Please dress warmly. S-649 Scarborough College. 7 to 9 p.m. Please phone 284-3243 after 4 p.m. to check whether weather conditions are suitable for viewing.

Erindale Alumni Reception. Wednesday, December 4
Principal's residence, 8 p.m. Reservations: 828-5214.

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The Faculty Club

41 Willcocks Street
Telephone: 978-6325

MEMBERS' RECEPTION

Thursday, December 12

Main Lounge

4:30 - 6:30 p.m.

Members only

Status of women at U of T still unsatisfactory

by Annabel J. Cohen and

Janice Drakich

(for the Ad Hoc Committee on the Status of Women)

The recent announcement in the *Bulletin* (Nov. 4) of a government incentive program to establish affirmative action policies causes us to reflect on the status of women at U of T. History repeats itself. In 1974, the government in Ontario promoted voluntary adoption and implementation of affirmative action policies responding to its awareness of women's disadvantaged position in the labour force.

At that time, women at the University of Toronto were actively applying pressure to their own institution and gained a women's studies course (1971), access to Hart House (1972) and daycare facilities (Margaret Fletcher Daycare Centre, 1974). In addition, numerous committees were appointed to investigate employment conditions of full-time women faculty (1974), to study the status of non-academic women (1975), to present specific proposals for a career development program (1975), and to assess pay anomalies of female academics hired since 1973. Dr. Dan Hill was appointed as special adviser to the president to design an affirmative action program to improve the employment opportunities of women and minority groups on the non-academic staff (1975). Resulting from these studies and recommendations were salary adjustment cases for 52 faculty women, the adoption of an equal opportunity policy in 1976 and the 1977 appointment of an equal opportunity officer reporting to the director of personnel.

Dorothy Gillmeister, the equal opportunity officer, continued in the tradition of collecting and examining data on salaries and reviewing the distribution of women in various job classifications. She met people in all constituencies of the University to address their concerns and make presentations on the status of women. She proposed recommendations to the director of personnel and developed a system of recording data that would more easily reveal patterns of inequity. However, economic cutbacks resulted in the elimination of the position in 1981. In the short run, a number of individuals may have benefitted in one way or another from Gillmeister's activities. But we see now that four years of extensive research and recommendations left no significant lasting effect on the situation of women at U of T.

By 1984, as the situation for women at the University of Toronto had seen little improvement, the Ad Hoc Committee on the Status of Women at the University of Toronto was formed to address the issues facing all three constituencies on campus. It asked President David Strangway for a full-time status of women officer. Lois Reimer was subsequently appointed in the fall of 1984. The circumstances surrounding this appointment are more promising than those in which the former position of equal opportunity officer was created. The problems with that position clearly resulted from many factors including the junior level of the appointment and the absence of specific goals for the position, a direct line of report to the president, and consistent government pressure on the University at that time.

The nature of Reimer's appointment

differs in two main respects from that of the earlier position. Chief among the differences is that the status of women officer reports directly to the president. In addition, a healthier climate has emerged through pressure from the Ministry of Colleges & Universities, the Ontario Women's Directorate, and recently established status of women committees of COU, OCUFA and CAUT. However, the differences between the former equal opportunity officer position and the new

differs in realizing women's goals or simply structural inadequacies of the position.

While the status of women officer has been very active, the ad hoc committee feels that one person in a part-time position cannot correct the systemic discrimination of women that is a deeply ingrained feature in the organization of our institutions. Collective effort provided by a representative advisory committee could be very helpful to the position, for example in providing comprehensive information on women, in developing plans of action, and in increasing the credibility and visibility of the office. We ask then, should members be appointed by Reimer, as they are now, or by the groups to be represented? Does the position of the status of women officer allow freedom to explore, experiment, initiate and lead? Is the position merely providing a convenient place to which troublesome women's issues can be diverted without dealing with them at source? Does the status of women officer need an affirmative action policy?

An affirmative action policy would legitimize women's concerns and facilitate the efforts of the status of women officer. Without such a policy, we will continue to see all-male search committees, the ridicule of female students in the *Toske Oike*, and lack of promotional opportunities for women on the administrative staff. (Women make up the majority of staff but hold less than 25 percent of the senior administrative positions.) The University of Toronto, unlike the University of Western Ontario, for example, has yet to report statistics on male and female applications and appointments, and there is no reason to suspect that these figures will be encouraging if they do materialize. An affirmative action policy would make this data collection routine, the summaries accessible, and the intensive recruitment of women possible and necessary.

Invited recently to a meeting of the ad hoc committee, Reimer described the activities of her first year as status of women officer. She said that she had adhered to the terms of reference described by President Strangway, i.e., to advise the president on women's issues across the three campuses and the three constituencies. She said she therefore visited many groups and participated in committees on campus security, sexual harassment, daycare, scholarship policy and academic promotion and search committees. As a focal point she said she raises the profile of concerns of women at U of T. In an advocacy position, she has supported the women's centre. She has addressed a number of individual cases concerning staff security, maternity leave, sexual harassment, and child care.

Reimer plans to update the faculty salary anomaly study of 1975 in order to see whether fresh anomalies have emerged and has asked for data on recent academic appointments and promotions and will eventually consider the problem of part-time faculty, who are disproportionately female.

She reported that for administrative staff, statistics continue to reveal a vast over-representation of women in lower level positions. She plans to look for anomalies within job classifications with respect to age, year of entry into the position and gender. This summary of the activities of the status of women officer may indicate slow pro-

gress in realizing women's goals or simply structural inadequacies of the position.

and the "Murmurs of the Heart" workshop that dealt with the plight of female medical students. Are these changes superficial or do they promise better things to come? President George Connell claimed in the March issue of *The Graduate* that having heard much information about how women fare, he is "anxious to get beyond the rhetoric and look closely at the facts....If there are practices which do inhibit women at U of T, then I am determined that they will be corrected". By August, the University had not developed a plan for affirmative action. Discussions are taking place but such discussions have happened before between Dan Hill and senior administration and between Dorothy Gillmeister and Robert Brown (former director of personnel), all to no avail.

Despite the persistence of the *status quo* we remain hopeful for change in the future. In 1975 women made up 24 percent of Governing Council, 16 percent of the full-time faculty and 40 percent of the student body; in 1985, they make up 30 percent of Governing Council, 18 percent of the full-time faculty and 51 percent of the student body.

These changes are perceptible but hardly dramatic. The increased visibility of women stems not only from numbers but also from groups and individuals working on behalf of women. Much must change before women at the University of Toronto are satisfied.

Annabel Cohen is a research associate in auditory perception in the Department of Psychology on the Eridale campus. She has chaired the Ad Hoc Committee on the Status of Women at the University of Toronto since January 1985. Janice Drakich teaches sociology and coordinates the women's studies program at Scarborough College.

A brief by the ad hoc committee, "Toward a Policy on Affirmative Action for Students, Staff and Faculty of the University of Toronto", will be ready in December.



The Faculty Club

41 Willcocks Street
Telephone: 978-6325

10 CHRISTMAS BUFFETS!



Wednesday, December 11 -

Friday, December 20

12 noon - 2:30 p.m.

For members and guests

\$9.75 (plus tax and service)

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*Parties of fewer than six
may be required to share a table.

The Club will close

at 3 p.m. on Tuesday, December 24
and will re-open on Thursday, January 2

Letters

Bulletin article misleading on personnel policy

Notwithstanding the potential benefits of classes in management for academic administrators, your story on the first session, which appeared in the Nov. 4 issue, was quite disquieting.

Based on the information provided in the hypothetical case of the employee released for fiscal reasons and subsequently reinstated, I would say that the panel made the correct decision, and that whether or not the chairman botched his case is irrelevant. The thing he really botched was his application of personnel policy.

The chairman appears to be using the fiscal release policy to deal with a performance problem. If the employee was a frequent absentee, the chairman should have dealt directly with that problem as soon as he became aware of it. It is totally unfair, not to mention being contrary to University of Toronto policy, to use the fiscal release policy as a means of firing someone whose performance is unsatisfactory. It is unfair because the employee is denied the opportunity to learn of the problem and to correct it before suffering such a severe penalty.

I don't really believe that the Personnel Department was training administrators in the incorrect application of personnel policy, yet this is certainly the impression your readers

will have unless the matter is clarified.

If the proceedings of the workshop were to be public (which seems to me to be a good idea), then I believe it was inappropriate to use a case study that parallels in many important respects an actual case ruled on by a grievance panel, as this one does. In the case cited, the implication is that the panel reached an incorrect conclusion as a result of the chairman botching his case. If this criticism were publicly made of an actual case, the chairman

and members of the grievance panel could defend themselves. Using a hypothetical case that resembles an actual one allows criticism of a decision without permitting those who made it to defend it. This undermines the authority of the grievance panel and confidence in the grievance process.

It is essential that the Personnel Department clarify what conclusions it intended to be drawn from the case study referred to. Otherwise, the



potential benefit to those attending will be more than offset by the misinformation supplied to the readers of the *Bulletin*.

*David Askew
President
U of T Staff Association*

chairs (not just newly appointed ones) who would be interested are encouraged to call Elaine Preston at 978-6496.

*C. Eleanor DeWolf
Director of Personnel*

Golan Heights reference is incorrect

In the Nov. 4 *Bulletin*, in the news item concerning the appointment of Brian Schmidt as postmaster/manager of mail services, the reference is made to "the Golan Heights, Israel."

The UN — including Canada — does not recognize Israel's annexation of the Golan Heights. Morally and legally they are part of Syria.

*Michael E. Marmura
Department of Middle East & Islamic Studies*

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Edinburgh centre has come a long way

I note that Professor Ian Drummond feels he can "speak with assurance" in your columns (Oct. 21) in dismissing the work of the Centre of Canadian Studies at Edinburgh University, having "spent a year at Edinburgh as Visiting Professor of Canadian Studies".

He might have added that the year in question was 1975-76, and that he was the first of a distinguished line of

visiting professors. The centre was in the process of establishment then. Professor Drummond made some pertinent criticisms of gaps in resources in a CAUT *Bulletin* article in 1976: most of his comments were accepted then and it is a pity he finds it hard to revise his pronouncements a decade later.

Professor Drummond adds that when he was here the Edinburgh

English department was not interested in Canadian literature "although I believe it has since recanted". What sort of statement is that? Yes, in 1975 there was not much interest in Canadian literature — anywhere outside Canada. Yes, in 1985 the Edinburgh department offers a course in the subject — as was explained to Professor Drummond when he called here in November 1984. The conclusion surely is that the presence here of visiting professors like Malcolm Ross and Douglas Lochhead has in fact stimulated interest in the work of Canadian writers — some of whom have been exchange fellows at the centre. It is one thing to speak "with assurance", but another to invert the facts.

As for the general abuse of the Edinburgh centre — peppered with nicely neutral words like "hothouse" and "manured" — there really is no point in descending to comment. I merely take the opportunity of reporting that enrolments in our three Canadian studies courses have risen to 60 students this year, and that our seminar and conference program fully justifies the prediction which Professor Drummond made in 1976 that "the centre can and will contribute to the life of the University". Indeed, we are proud to play an energetic part in encouraging the study of Canada throughout Britain. It seems a pity that Professor Drummond does not feel a similar pride in having been associated with the centre in its infant days.

*Ged Martin
Director
Centre of Canadian Studies
University of Edinburgh*

Too soon to boast

I think it's far too soon to boast about Canadian content at U of T as Professor Ian Drummond does ("Atwood wrong on facts", *Bulletin*, Oct. 21).

Like the Edinburgh English department, U of T's has recanted on the view that there is no such thing as Canadian literature. Four and one-half undergraduate courses certainly are an improvement over the late '60s when the occasional Canadian text might be included in courses on American literature. Having received a degree from U of T in that period and seeking to redress the lack of Canadian content in my literary studies I sent for a listing of graduate courses offered in the Department of English. To my dismay the 1984-85 calendar boasted a single half course on Canadian literature: Contemporary Canadian Fiction in English; one other course dealt with Canadian literary criticism. All the Canadian fiction authors listed were male, Atwood being the token exception. The 1985-86 calendar lists a full course, Past and Present in English Canadian

Literature, and a half course, Modern English Canadian Poetry. The fiction and literary criticism courses are also listed but are not offered in 1985-86.

I, heaven forbid, am interested in studying women: their contributions to literature, history, dentistry, economics, life sciences, etc. Indeed, I've come to believe that any discipline that ignores women's contributions is intellectually suspect. Until all disciplines have become gender sensitive, the University needs an "active and dynamic women's studies program" to remind it that women make up, not only half of the student body, but half of humankind.

It is disturbing to see Professor Drummond, an influential and erudite academic decision-maker, so readily pronounce programs that are trying to make up for serious inadequacies in the past, "semi-academic".

*Mary Bird
Student
Centre for Comparative Literature
University of Edinburgh*

Letters

Canada lacks the vision, yet has the means to develop an industrial strategy

With great concern for the public's perception of research in Canada, I write to suggest a basis on which Canadian research policy can be founded.

Research in this country has been and can remain world-class, but such is not the popular perception. That it may not have had as great an impact as wished on the Canadian industrial scene is indeed a problem. However, that problem has much more to do with the nature of Canadian society, Canadian industry, the Canadian financial community and indeed in all these senses, with the nature of Canadian government, than with the attributes of Canadian research and its activities.

Regrettably, we as a society are troubled by our proximity to the US. As casual observers of a complex system, Canadians are continually bombarded by what is taken as evidence of success and the means by which it can be achieved. That this evidence is in conflict with our origins and social structure, while quite troublesome, particularly to politicians, is usually ignored. That this evidence is quite incomplete, and thus wrong, is not even perceived. One need only examine the nature and origin of the current problems in post-secondary education in Ontario to appreciate the point. That we have a system expanded beyond our traditions toward numerical equivalence to that in the US is apparent. That it is impossible at the same time to maintain our tradition of true equality of opportunity, and of high academic standards at equivalent cost, is certainly not publicly acknowledged, and perhaps not even recognized. Enumeration is easy; evaluation is not. That in the US, equality of opportunity is a delusion, and quality of post-secondary education is, on average, abysmal, seems not to penetrate the mind of a superficial observer.

But what has this to do with the issue of the support of research in Canada? Unfortunately, I believe, a great deal!

We in Canada, correspondingly, do

not understand the nature of the underpinnings of the American success in creating and exploiting novelty. While there are a large number of factors, some more and some less visible, let us focus on those of relevance to the issue of research. What about the role of defence spending in the US, for example? That it exists is apparent. That it supports an incredible infrastructure of untold benefit to commercial enterprise is less so! In a somewhat different, but intrinsically related direction, what about the nature of research in huge corporations such as in the Bell Telephone laboratories of AT&T and the central and other laboratories of IBM? That it exists and perhaps has some impact on the respective corporations is probably obvious. That it is basic research in the most extreme sense is less obvious. That it functions tirelessly on very-long-term goals is quite likely invisible to casual observers, particularly those whose attention span extends only to expedient, short-term, politically-motivated goals.

It is this latter issue of time-scale that is really the most important. While our problems are *now*, and some aspects of our solutions to them should thus operate on the short term, they are not new; they have been growing within us for a long time. In fact, one can argue that Canada's descent into the technological third world began in the early 1950s with the advent of the microelectronics revolution. While others perceived its impact, Canadians were once more the victims of their heritage, as northern rustics in the hinterlands of main-stream America.

While the microelectronic fact, impelled by the military need, emerged in America, Canada characteristically awaited further developments, somehow unwilling to act, lacking in vision, accepting the mythology which continues to reinforce its sense of inadequacy — its limited market, the need for mass production (i.e. the Ford Fable) etc. Japan on the other hand, characteristically much more nationally secure, and constitutionally prevented from seeking militaristic goals, saw the commercial potential of the semiconductor age and began a part of a process whose consequences we now see reflected in the state of panic in the political and industrial capitals of the western world. Yet in this situation Canada, as always, behaves in a characteristic way. Driven once again by what can be superficially viewed as conflicting data, and mired in its own insecurity, Canada is torn between its traditions of unified social action, and the appearance of success through individual action which permeates from the south. Thus, while other nations act, we wait, expecting divine providence, or failing that, free trade with partners whose interests it will serve. But what does all of this mean? What course of action does it imply?

The common thread which I have attempted to trace concerns the role of long-term goals based on a complete and on-going view of technological reality. It is this which largely underpins American corporate success as well as Japanese national success. It motivates the recent actions by governments in France, Britain and West Germany in their forceful entry as nations into the microelectronics age. While in other nations, the thread

is becoming more the rope suited to a tug-of-war, in Canada it is more ephemeral, perhaps more akin to a sick spider's single strand.

Canada lacks a national plan, an industrial strategy. To create one at a political level is quite difficult for reasons which are embedded in our national psyche and circumstance. Yet in our traditions also lies a means to provide an alternative, a means already in place, yet not fully recognized as a route to the goal of national industrial ascendancy.

This means is embodied in the Natural Sciences & Engineering Research Council (NSERC), an organization already essential to the Canadian academic research community, whose unique features are recognized, characteristically, less by Canadians than by others in the worldwide scientific community.

NSERC, since its spinoff from the National Research Council in 1978, has been led by an unusually effective Canadian engineer, namely Gordon McNabb. Under his direction, NSERC is renowned for its aggressive, yet thoughtful and sound, support of academic research, both basic and applied to industrial needs, and for long-term planning on a very broad scale.

It is apparent that the very nature of the organization, its unique peer-review process, its historical ties to industry and other agencies, its ac-

cepted separation from government, its transregional nature and its strong leadership, uniquely qualifies it for an enlarged role in national planning. The infrastructure and perception are largely there. What is needed is political recognition and support through a significant increase in funding.

In summary then, let us recognize that national technological policy does not lie comfortably in the political domain. Its implied need for in-depth knowledge and unrelenting effort are inconsistent with the practicalities of the political process. This, coupled with the lack of an American model, helps to explain our inability to act. Yet for good sound reasons, through appropriate historical political motivation and process, we in Canada have at hand an alternative solution. Moreover this solution is quite specially a Canadian one, based on principles of *true equality, universality, equity and fraternity*. It is the mechanism embodied in the Natural Sciences & Engineering Research Council. Let us use it and the opportunity it presents to ensure a specially Canadian approach to technological ascendancy.

*Kenneth C. Smith
Department of Electrical Engineering
Department of Computer Science
Faculty of Library & Information
Science*

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